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# Department of Defense

# Manpower

# Requirements Report

## FY 1993

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# MANPOWER REQUIREMENTS REPORT FY 1993

Prepared by  
Office of the Assistant Secretary of Defense



(Force Management & Personnel)  
(Health Affairs)  
(Reserve Affairs)

Department of the Army  
Department of the Navy  
Department of the Air Force

Defense Agencies

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## CHAPTER I

### INTRODUCTION

The Secretary of Defense hereby submits to the Congress the Defense Manpower Requirements Report (DMRR) for FY 1993 in compliance with Section 115a of Title 10, United States Code (U.S.C.). This report should be read and used along with the Report of the Secretary of Defense to the Congress on the FY 1993 Amended Budget.

#### I. ORGANIZATION OF THE REPORT

This report explains the Department of Defense manpower requirements incorporated in the Amended President's Budget for FY 1993. The report is organized into eight chapters, three appendices, and three annexes. The annexes are bound and provided separately.

Defense Manpower Requirements (Chapters I through VIII). Chapter I provides an introduction to the report. Chapter II is a summary of the Department's FY 1992-93 manpower requirements. Chapters III through VII contain details on manpower requirements for each of the military Services and the Defense Agencies. Chapter VIII summarizes various manpower cost data.

Unit Annex. As requested by the Senate Armed Services Committee, a Unit Annex is provided that describes the planned allocation of manpower to specific types of units within the force.

Officer Flow Annex. Section 115a(e) of Title 10, U.S.C., requires the submission of specified detailed data on the Services' officer corps. These data are contained in the Officer Flow Annex.

Medical Manpower Annex. Section 115a(g)(1) of Title 10, U.S.C., requires the submission of detailed information on medical manpower. This information is contained in the Medical Manpower Annex.

#### II. THE TOTAL FORCE

The structure of our armed forces is based on the DoD Total Force Policy which recognizes that all elements of the structure contribute to national defense. Those elements include the Active and Reserve Components, the civilian workforce, retired military, host nation support, and DoD contractors.

##### A. Active Component Military

The Active Component military are those full-time military men and women who serve in units that engage enemy forces, provide support in the combat theater, provide other support, and who are in special accounts (transients, student, etc.). These men and women are on call twenty-four hours a day and receive full-time military pay.

## B. Reserve Component Military

Each Reserve component consists of three Reserve categories: Ready Reserve, Standby Reserve, and Retired Reserve. The exceptions are the Army National Guard and Air National Guard, which do not have a Standby Reserve.

### 1. Ready Reserve

The Ready Reserve consists of Reserve Component units, individual reservists assigned to Active Component units, and individuals subject to recall to active duty to augment the Active forces in time of war or national emergency. The Ready Reserve consists of three subgroups: the Selected Reserve, the Individual Ready Reserve and the Inactive National Guard.

a. Selected Reserve. The Selected Reserve is composed of those units and individuals designated by their respective Services and approved by the Chairman, Joint Chiefs of Staff, as so essential to initial wartime missions that they have priority for training, equipment, and personnel over all other Reserve elements. Individual mobilization augmentees (IMAs) are members of the Selected Reserve not assigned to a Reserve Component unit but rather assigned to and trained for an Active Component organization, Selective Service System, or Federal Emergency Management Agency billet that must be filled on or shortly after mobilization.

b. Individual Ready Reserve (IRR). The IRR is a manpower pool consisting mainly of trained individuals who have previously served in Active Component units or in the Selected Reserve. IRR members are liable for involuntary active duty for training and fulfillment of mobilization requirements.

c. Inactive National Guard (ING). The ING consists of Army National Guard personnel who are in an inactive status (the term does not apply to the Air National Guard). Members of the ING are attached to National Guard units but do not participate in training activities. Upon mobilization, they would mobilize with their units. To remain members of the ING, individuals must report annually to their assigned unit.

### 2. Standby Reserve

Personnel assigned to the Standby Reserve have completed all obligated or required service or have been removed from the Ready Reserve because of civilian employment, temporary hardship, or disability. Standby Reservists maintain military affiliation, but are not required to perform training or to be assigned to a unit.

### 3. Retired Reserve

The Retired Reserve consists of personnel who have been placed in a retirement status based on completion of 20 or more qualifying years of Reserve Component and/or Active Component service. A member of the Retired Reserve does not receive retired pay until reaching age 60, unless he or she has 20 or more years active Federal service.

### C. Civilian Workforce

Civilians constitute approximately one-third or 1 million of the Department's active manpower. Civilians occupy roles that do not require military incumbents. The civilian workforce repairs airplanes, ships, and tanks; provides research, medical, communications, and logistical support; and operates and maintains military installations. Civilians contribute directly to the readiness of the armed forces by providing continuity and expertise and by freeing uniformed personnel to perform military-specific tasks.

### D. Retirees

Retired military manpower is a major portion of the Total Force. There are over 800,000 retirees under age 60. These individuals can be rapidly recalled at any time by the service secretaries to perform a wide variety of jobs. There are also large numbers of retirees age 60 and over who can make major contributions to our defense effort.

## III. MANPOWER MIX

The Department's policy is to maintain as small an active peacetime force as national security policy, military strategy, and overseas commitments permit. Department policy is to employ civilian employees and contractors wherever possible to free our military forces to perform military-specific functions, yet maintaining emphasis on meeting specific requirements such as the Goldwater-Nichols DoD Reorganization Act of 1986.

Often the most cost-effective way to meet overseas peacetime and wartime requirements in non-combat activities is to use host nation support (HNS). The agreements we have with the United Kingdom, Norway, Turkey, Italy, and the BENELUX countries to provide port operations, surface transportation and many other support functions are examples of this support. The same type of arrangements also exist with Japan and Korea. Increased reliance on HNS makes strategic warning and allied response even more important. It also allows our strategic lift to focus on the transport of reinforcements and sustainment to the theater of operations.

In considering the most appropriate force mix, focus must be placed on the need for forces to (1) provide peacetime presence, (2) maintain rapid crisis response capabilities, (3) hedge against a need to reconstitute forces, and (4) provide strategic deterrence. Peacetime presence is provided by forward-deployed forces. These forces generally are in the Active Component, and require a rotation base of active duty personnel to permit members of deployed units to shift from overseas assignments to stateside duty.

Since the Total Force Policy was announced in 1973, the Department has increased its reliance on Reserve Component units. The Army relies on Reserve units to provide selected combat, combat support, and combat service support. Naval Reserve units form an integral part of most mission areas, including surface combatants, carrier air wings, maritime patrol, airlift, and medical support. The Marine Corps Reserve provides a division-wing team with balanced combat, combat support, and combat

service support forces similar to active force counterpart units. Air Reserve Component units provide at least half of the air refueling capability, all of the strategic defense interceptor mission, and a significant portion of the airlift and tactical fighter capability.

#### IV. MOBILIZATION MANPOWER

Mobilization manpower is the time-phased build-up of manpower needed above our current peacetime strength to prepare for and conduct wartime military operations. Additional military and civilian personnel are necessary to bring our current peacetime forces up to their full wartime strengths; to man activated units, ships, and squadrons; and to replace casualties. The individual Service chapters describe the wartime manpower requirements and the overall mobilization manpower situation in more detail.

#### V. MANPOWER COUNTING

The discussion of manpower and personnel readiness requires that the reader understand the terms describing manpower counting categories. For that reason, a glossary of defense manpower terms is provided in Appendix B. The basic distinction between "spaces", that is billets or positions, and "faces", people to fill the positions, must be understood. Our forces are made up of a variety of different types of units. Each unit has associated with it a collection of positions that must be filled by qualified people in order for the unit to perform its mission.

During peacetime, it is neither necessary nor desirable to fill all positions in all units. Some units may not be staffed at all, due to a lack of funding or because we can fill them in an expeditious manner following mobilization. Some units may be staffed with a combination of active and reserve people. As a unit is tasked to perform more in peacetime, the proportion of full-time people, whether active, reserve, or civilian, may be expected to increase.

The Department's manning does not change overnight to match changes in the programmed force structure. As the force structure is changed, the programmed manning must be adjusted to best balance the requirements of force changes, available inventory, accession and separation predictions, fiscal constraints, manpower ceilings, etc. The collection of positions authorized to be filled with trained personnel is called the authorized or programmed manning.

#### VI. DEFENSE PLANNING AND PROGRAMMING CATEGORIES

Defense Planning and Programming Categories (DPPCs) are used throughout this report to describe and explain the Department's manpower requirements and resources. All three types of defense manpower are allocated to specific DPPCs, no position being counted more than once.

DPPCs are based on the same program elements as the eleven Major Defense Programs, but the elements are aggregated differently. The Major Defense Programs aggregate, for each program, all the resources that can be reasonably associated with the "output" of that program. For example,

the Strategic Program includes not only the bomber program, but also the base support personnel that sustain these units. The DPPCs on the other hand, aggregate activities performing similar functions. For example, personnel support is given separate visibility. The DPPC structure used in this year's report remains the same as was displayed in the FY 1992 Defense Manpower Requirements Report. Definition of the categories is provided in Appendix C.

The Defense Planning and Programming Category (DPPC) entitled "Undistributed" appears in active component DPPC tables throughout this Report. Negative entries project temporary undermanning of the structure at the end of a fiscal year; positive entries project temporary overmanning at the end of a fiscal year. Budgeted manpower cannot be completely distributed to DPPC mission categories because of cyclic variations in the "Individuals" category (non-unit personnel). The Individuals category is comprised of several dynamic components which vary throughout the year, e.g., the number of trainees and students varies daily because most courses of instruction are less than one year. In consonance with the statutory requirement to report military manpower end strength, all DPPC categories, including Individuals, are portrayed as of the last day of the indicated fiscal year.

## CHAPTER II

### MANPOWER REQUIREMENTS SUMMARY

This chapter presents the Department of Defense manpower request and provides an overview of manpower requirement trends.

#### I. NATIONAL SECURITY OBJECTIVES, POLICY, AND DEFENSE MANPOWER

The new defense strategy announced by President Bush on August 2, 1990, recognized that fundamental changes in the global security environment necessitated adjustments to our national security policies. While the new strategy primarily focuses on regional security concerns rather than the global Soviet threat, our principal national security objective must continue to be to deter potential conflict that threatens our national interests, and to prevail should deterrence fail. Implementation of this new strategy has led the Department to conduct a comprehensive reassessment of force structure. The outcome of this review is the Base Force--the force structure needed to meet our enduring defense needs. A detailed and comprehensive statement of the objectives of American national security policy and the way in which the Base Force, defense policies and strategy support their attainment can be found in the Secretary of Defense's Annual Report to Congress for FY 1992.

Defense manpower is made up of active and reserve military, civilian, contractor, and host nation support. Manpower requirements are developed based on the forces required to execute our military strategy. However, the size of the force structure is also affected by fiscal constraints and our capability to mobilize and deploy forces in the event of war.

The composition of defense forces is based on DoD's Total Force Policy, which recognizes that all units in the force structure contribute to deterrence and success in wartime. In structuring our military forces, units are placed in the Selected Reserve, whenever feasible, to maintain as small an Active Component peacetime force as national security considerations permit. Service planning assumes that Selected Reserve units and Individual Mobilization Augmentees will be made available for any contingency for which they are required to bring the total force to its required combat capability.

Civilians are the third essential element of the Total Force. In addition to managing critical defense resources, civilians perform many functions that do not specifically require military incumbents.

The Department also employs a large number of contractors to provide important support services. Work is contracted out whenever it is cost effective to do so except for functions that are inherently governmental or closely tied to mobilization.

The host nation support provided by foreign national civilians represents a cost effective alternative to assigning U.S. citizens to overseas installations.

Productivity improvement initiatives apply to both the military and the civilian work force and are reflected in the Department's programmed



manpower structure. The Secretary of Defense Management Review (DMR) process has documented significant manpower reductions in DoD's internal operations.

In addition, the Department continues to employ a variety of tools and techniques to encourage work force motivation and effect continual operational and management improvement. These include the use of efficiency reviews, commercial activities studies, productivity gainsharing, and labor-capital substitution investments.

The following table is a summary of the major force elements planned for the end of FY 1992 and FY 1993.

Table II-1

SUMMARY OF MAJOR FORCE ELEMENTS

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Strategic</u>			
ICBMs	1,000	920	842
Bombers (PAA) <u>1/</u>	261	242	204
Tankers (PAA) <u>1/</u>			
Active	436	392	358
Guard/Reserve	158	188	222
<u>Strategic</u>			
Interceptor Squadrons/PAA			
Active	1/18	0/0	0/0
Guard/Reserve	12/216	12/216	12/216
Ballistic Missile Submarines	34	29	24
Mobile Logistics Ships	4	2	2
Support Ships	2	2	1
<u>Tactical/Mobility</u>			
Land Forces			
Army Divisions			
Active	16	14	14
Guard	10	10	8
Army Separate Brigades & Regiments			
Active <u>2/</u>	9	7	7
Guard/Reserve <u>3/</u>	26	26	17
Marine Corps Divisions <u>8/</u>			
Active	3	3	3
Reserve	1	1	1

<b>Tactical Air Forces</b>			
<b>Air Force</b>			
Flights/Missiles	7/112	0	0
<b>Air Force Squadrons/PAA <u>4/</u></b>			
Active	76/1659	60/1288	59/1216
Guard/Reserve	51/1008	49/990	45/936
<b>Navy Squadrons/PAA</b>			
Active	88/786	86/824	82/762
Reserve	14/132	14/132	14/132
Carriers (active only)	15	14	13
<b>Marine Corps Squadrons/PAA</b>			
Active	32/424	29/380	30/384
Reserve	11/126	9/102	8/96
<b>Naval Forces</b>			
<b>Attack Submarines</b>			
(active only)	87	87	90
<b>Surface Combatants</b>			
Active	159	134	127
Reserve (Cat A)	29	16	16
<b>Amphibious Assault Ships</b>			
Active	60	59	55
Reserve	3	3	3
Patrol Ships (active only)	6	6	6
Mine Warfare Ships	9	11	15
<b>ASW and FAD Squadrons/PAA</b>			
Active	63/537	63/507	57/472
Reserve	20/140	20/140	20/118
<b>Mobility Forces</b>			
<b>Airlift Squadrons/PAA <u>5/</u></b>			
Active	36/476	37/464	36/449
Guard/Reserve	18/347	19/328	17/335
<b>Sealift Ships</b>			
Nucleus Fleet <u>6/</u>	71	70	63
Chartered Fleet (Longterm) <u>7/</u>	45	47	46

1/Primary aerospace vehicle authorized (PAA).

2/For FY 1991, this includes the Berlin Brigade and the Panama Brigade, three armored cavalry regiments, one ranger regiment, and three separate brigades.

3/For FY 1991, this includes twelve reserve component brigades that round out/up active divisions, six theater defense brigades, and two armored cavalry regiments.

4/Includes combat coded tactical fighter, tactical reconnaissance, and tactical air control squadrons, combat/combat support coded special operations and tactical electronic warfare squadrons; and combat support coded tactical tanker/cargo (KC-10) and airborne warning and control squadrons.

5/Includes C-17, C-130, C-141, C-5 and C-9s. Excludes rescue and weather.

6/Includes naval fleet auxiliary force. (Underway replenishment ships and support ships).

7/Military Sealift Command Ships

8/Includes helicopter and observation squadrons

## II. MANPOWER REQUEST

The Department's request for manpower is summarized in this section.

### A. Active Component Military Strength

<u>Active Component Military Manpower</u> (End Strength in Thousands)			
	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
Army	725.4	640.7	598.9
Navy	571.3	551.3	535.8
Marine Corps	195.0	188.0	181.9
Air Force	510.9	485.1	449.9
Total in the Budget	2002.6	1865.1	1766.5

Note: Details may not sum to totals due to rounding.

FY 1991 numbers include 17,059 mobilized reserves on active duty as of September 30, 1991.

### B. Selected Reserve Strength

The following table shows the manpower request for the Selected Reserve, expressed in end strengths. These figures include Individual Mobilization Augmentees (IMA) and full-time Active Guard/Reserve members.

<u>Selected Reserve Military Manpower</u> (End Strength in Thousands)			
	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
Army National Guard	441.3	431.2	383.1
Army Reserve	299.9	301.8	257.5
Naval Reserve	150.5	142.6	125.8
Marine Corps Reserve	44.0	42.4	38.9
Air National Guard	117.6	118.1	119.2
Air Force Reserve	84.3	83.4	82.2
Total in the Budget	1137.5	1119.5	1006.7

Note: Details may not sum to totals due to rounding.

FY 1991 numbers do not reflect 17,059 mobilized reserves on active duty as of September 30, 1991.

The following table shows the number of personnel involved in full time support of the Reserve Components. The National Guard and Reserve military technicians who are also DoD civilians are included in the Selected Reserve totals throughout this report.

Full-Time Support to the Selected Reserve<sup>1/</sup>  
(End Strength in Thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<b>Army National Guard</b>			
Active Guard/Reserve	26.0	24.6	22.6
Military Technicians	26.5	24.9	23.1
Civilians <u>2/</u>	3.2	2.6	2.4
Active Component	0.5	0.5	0.5
Total	56.3	52.6	48.7
<b>Army Reserve</b>			
Active Guard/Reserve	13.7	12.8	12.2
Military Technicians	8.5	8.1	6.2
Civilians	5.2	3.8	3.6
Active Component	0.9	1.1	1.1
Total	28.2	25.8	23.0
<b>Naval Reserve</b>			
Active Guard/Reserve (TAR)	23.2	22.5	20.9
Civilians	2.8	2.9	2.5
Active Component	8.9	5.9	5.7
Total	34.9	31.3	29.1
<b>Marine Corps Reserve</b>			
Active Guard/Reserve	2.3	2.3	2.1
Civilians	0.3	0.3	0.3
Active Component	5.2	4.5	4.4
Total	7.8	7.1	6.8
<b>Air National Guard</b>			
Active Guard/Reserve	8.5	9.1	9.1
Military Technicians <u>3/</u>	24.5	24.7	25.3
Civilians <u>2/</u>	2.0	1.9	1.9
Active Component	0.6	0.6	0.6
Total	35.6	36.3	37.0
<b>Air Force Reserve</b>			
Active Guard/Reserve	0.7	0.6	0.6
Military Technicians	9.6	10.5	10.4
Civilians	4.8	4.5	5.3
Active Component	0.7	0.8	0.8
Total	15.8	16.4	17.1
<b>DoD Total</b>			
Active Guard/Reserve	74.4	71.9	67.5
Military Technicians	69.1	68.2	65.0
Civilians	18.3	16.0	16.0
Active Component	16.8	13.4	13.2
Total	178.6	169.5	161.7

1/Active Guard/Reserve (AGR) personnel are included in Selected Reserve strength throughout the report.

2/Includes non-dual status National Guard civilian technicians and Army Reserve and Air National Guard status quo technicians.

3/Includes reimbursable military technicians.

### C. Civilian Strength

#### Civilian Manpower<sup>1/</sup> (End Strength in Thousands)

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Army	365.5	330.8	309.4
Navy	309.7	293.7	266.1
Marine Corps	19.2	17.9	17.1
Air Force	232.7	218.4	213.9
Defense Agencies	117.5	140.2	151.2
Total in the Budget	1044.5	1001.0	957.7

Note: Details may not sum to totals due to rounding.

<sup>1/</sup>Requested civilian strength includes U.S. direct hire and foreign national direct and indirect hire employees and excludes the following three categories of DoD civilian manpower:

#### 1. Special Student and Disadvantaged Youth

Included under this category are: Stay-in-School, Temporary Summer Aid, Federal Junior Fellowship, and Worker Trainee Opportunity programs. Employment in these categories is estimated at 5,000 in FY 1993.

#### 2. National Security Agency

NSA civilian manpower are excluded in accordance with Public Law 86-36.

#### 3. Civil Functions Manpower

Civil functions, administered by DoD, include the Army's Corps of Engineers, Arlington National Cemetery, and the Air Force's Wildlife Conservation Program. Employment in these functions in FY 1993 is estimated at approximately 30,000 employees.

### III. MANPOWER OVERVIEW

Military and civilian manpower strength trends are shown in the following tables.

#### Defense Manpower (End Strength in Thousands)

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military			
Active	2002.6	1865.1	1766.5
Officer	294.0	275.1	259.7
Enlisted	1695.3	1576.9	1493.9

Cadets/Midshipmen	13.3	13.2	12.9
Selected Reserve	1137.5	1119.5	1006.7
Civilian <u>1</u>	1044.5	1001.0	957.7
Total in the Budget	4184.7	3985.7	3730.9

1/Full time equivalent (FTE) end strength.

#### A. Military Manpower

The FY 1993 authorization request for Active Component military manpower is 1,766,500. The Selected Reserve authorization request is 1,006,700. Highlights of the military manpower requirements by Service follow.

#### ARMY

Recent changes in the international environment are key to the manner in which the Army shapes its future. This represents the first step of a transition from a Cold War posture to a more versatile posture shaped to meet the requirements of the 1990s and beyond. This change in focus, coupled with recent and projected long range resource reductions, has caused the shaping of both the Active and Reserve Components into a force which will be smaller but highly trained and ready to discharge its missions.

The Army's plan envisions an end-state in the mid-1990s in which active force structure and overseas presence are substantially reduced, Reserve Component forces are reduced and upgraded in warfighting capability, and a more "U.S.-based" force, with an active early deployment capability.

The Army plans to inactivate two active and two reserve divisions and one corps by the end of FY 1993. Heavy divisions will continue conversion to Army of Excellence design as light divisions continue transition to objective designs.

#### NAVY

In FY 1992 Battle Force ships will decrease to 473. Total Battle Force ships will decrease to 461 in FY 1993. The active military end strength requested for FY 1993 is 535,800. The Naval Reserve end strength request for FY 1993 is 125,800. Navy forces will continue to be employed in regional/world conflicts and as instruments of foreign policy throughout the 1990's and into the next century. Sustaining readiness to meet ongoing and emergent operational commitments is the Navy's challenge for the 90's. The Navy will prepare battle forces for future requirements by replacing older ships with more economical, efficient, and capable units.

The Navy's FY 1993 manpower request continues the trend toward a lean sea-going Navy, while pursuing every economy for necessary shore support. The achievement of end strength cuts by reducing accessions and protecting career personnel where possible is a goal. A fundamental element of Navy manpower strategy is to maintain sufficient numbers of recruits to avoid future "hollow year groups".

## MARINE CORPS

The Marine Corps end strength goal for FY 1992 is 188,000 and the budget request for FY 1993 is 181,900. The request is predicated on continuing requirements for credible naval expeditionary forces to deter aggression and respond promptly to distant crises as detailed in the President's National Security Strategy.

Key changes to active force structure will include the reorganization of light armor and reconnaissance organizations in FY 1993. Deactivations for the current year include one artillery battalion, one tank battalion, and an Armored Assault Battalion.

Programmed aviation changes include the reduction of two Fighter/Attack Squadrons, one Attack Squadron, and an Observation Squadron in FY 1992. In FY 1993, plans call for the elimination of a Marine Aircraft Group Headquarters and its associated Marine Aviation Logistics Squadron, and a Marine Wing Support Squadron and elements of aviation command and control. Reorganizations and reduced capabilities will also be implemented in air defense and air control units.

The Marine Corps Reserve FY 1993 end strength request is for 38,900. Reductions will include two attack squadrons and aviation command and control units. Reserve end strength requirements reflect assessments of Total Force capabilities against the national security requirements and decreased fiscal resources. Structure adjustments include completion of the transition to the M1A1 tank in Reserve armor units. Additional reorganizations will be implemented to increase Total Force interoperability and mobilization support.

## AIR FORCE

The Air Force, responding to a revised threat assessment, has undergone a metamorphosis. Traditional structure keyed on weapon systems; the new structure revolves around the mission. Forces that fight together will be based and train together under one commander. The new organization is designed to enhance the characteristics of aerospace power--speed, range, flexibility, precision, lethality, reaction, control of space and stealth.

The FY 1993 budget request for 449,900 active military, 119,200 Air National Guard and 82,200 Air Force Reserve reflects many of the manpower changes associated with the evolving threat, e.g., withdrawing units from overseas locations, eliminating and converting military skills no longer required, reducing headquarters, deleting positions tied to retired and inactivated systems, closing bases no longer required, and relying on the Air Reserve Component to perform a greater portion of the total mission.

Manpower savings will also result from restructuring actions which reduce, combine, and streamline organizations. Some manpower adjustments affect organizations external to the Air Force as a result of establishing centralized functions for tasks analogous to all services, i.e., contracting, finance and accounting, and commissaries.

With military levels at their lowest point in over 40 years, the Air Force continues to evaluate ways to maximize force utilization while responding to the challenge of today's economic realities.

## B. Civilian Manpower

### 1. Civilian Manpower Management

A major Defense goal is to use civilian manpower in the most economical and efficient manner possible. The Department encourages the efficient and effective use of overtime, temporary employees, and/or contracting to satisfy work of a temporary, non-recurring nature.

The Department continues to manage the civilian work force based on mission requirements and funded work load. The flexibility of operating managers to use appropriation authority to meet unanticipated program requirements allows them to maximize capability with application of minimal resources. The focus of DoD managers has shifted from trying to preserve manpower levels to monitoring and more closely scrutinizing total operating costs.

### 2. Civilian Manpower

The Department ended FY 1991 at a civilian manpower level of 1,044,535--0.7 percent (or 7,185 strength) below the FY 1991 projected end strength target.

The FY 1992 civilian manpower estimate is 1,000,999--4.2 percent (or 43,536 spaces) below the actual FY 1991 year-end strength. The FY 1993 civilian manpower estimate is 957,705--4.3 percent (or 43,320 spaces) below the FY 1992 estimate and 8.3 percent (or 86,856 spaces) below the actual FY 1991 civilian year-end strength. It has been more than a decade (since FY 1980) that the Department executed a civilian manpower level that was less than 1 million end strength.

### 3. Civilian Manpower Mix

Civilian manpower mix can refer to DoD occupation, grade, citizenship, employment, and/or pay category. Civilians are managed in a variety of ways including categories relating to how they are employed, how they are paid, and the kinds of work they perform. Although DoD manages civilian manpower in a number of ways, civilian strength estimates are justified programmatically to Congress in terms of how civilians are paid with particular interest in the hire of foreign nationals.

DoD civilians receive either a payroll check "directly" from the Department or they are paid "indirectly" by foreign governments who receive reimbursement from DoD for the cost of their salaries and benefits. All U.S. citizens and approximately 29 percent of the foreign nationals employed by the Department are paid directly by DoD. The remaining 71 percent of foreign nationals are paid indirectly by DoD.

Between FY 1991 and FY 1993, the Department's civilian manpower estimates reflect a decrease of 7.1 percent "direct" hire employees compared to a decrease of 24.5 percent "indirect" hire employment. Between



FY 1991 and FY 1993, the Department has projected a 6.1 percent decrease in the hire of U.S. citizens compared to a 28.6 percent decrease in the hire of foreign nationals. Consequently, the composition of DoD's civilian work force in FY 1993 compared to FY 1991 reflects increased reliance on U.S. citizens hired directly by the Department to execute assigned missions.

#### IV. MOBILIZATION MANPOWER

##### A. Requirements Determination

Wartime manpower requirements are based on estimated requirements to fight a specified scenario. DoD has, for many years, used a worldwide war scenario which had as a primary component, a European conflict. With the changing world environment, such a scenario is no longer particularly plausible. The Joint Staff, OSD, and the Services have worked to construct a new series of scenarios which fit the changing world environment and take into account OPERATION DESERT SHIELD/STORM. These scenarios, together with the Defense Planning Guidance 94-99, will form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of wartime manpower requirements.

##### B. Military Manpower

Military manpower requirements are based on the total manpower required to field the mobilized force structure, additional manpower required to replace estimated combat casualties and necessary increases in other manpower accounts. Peak demand occurs when the size and configuration of the force has stabilized and when cumulative replacement demand is at its highest point. This will depend upon the scenario and may occur at different times in different Services.

##### C. Civilian Manpower

Civilian manpower requirements are based on the total manpower needed to support and sustain the mobilized force, additional manpower required to replace reserve and retired military members called to active duty, and the increased manpower required to maintain surge operations. As soon as the new illustrative planning scenarios are finalized and the military data base has been developed, the collection of civilian WARMAPS data will begin.

#### V. MANPOWER REQUIREMENTS SUMMARY

The following tables summarize the FY 1991-1993 Defense manpower requirements. The presentation is by DPPC category.

**TABLE II-2**  
**DEPARTMENT OF DEFENSE ACTIVE MILITARY MANPOWER**  
(End Strength in Thousands)

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>DEFENSE PLANNING AND</u>			
<u>PROGRAMMING CATEGORIES</u>			
<u>STRATEGIC</u>	81.3	72.7	64.6
Offensive Strategic Forces	64.7	60.1	52.5
Defensive Strategic Forces	3.1	2.3	2.2
Strategic Control and Surveillance Forces	13.5	10.3	9.9
<u>TACTICAL/MOBILITY</u>	965.8	868.8	821.6
Land Forces	540.3	466.6	436.3
Tactical Air Forces	182.7	166.0	158.0
Naval Forces	207.4	201.4	194.5
Mobility Forces	35.4	34.8	32.8
<u>COMMUNICATIONS/INTELLIGENCE</u>	62.0	59.5	59.1
Intelligence	35.3	34.0	34.2
Centrally Managed Comm	26.7	25.5	24.9
<u>COMBAT INSTALLATIONS</u>	157.7	146.0	130.1
<u>FORCE SUPPORT TRAINING</u>	43.3	40.6	39.8
<u>MEDICAL SUPPORT</u>	99.7	99.9	95.6
<u>JOINT ACTIVITIES</u>	47.2	52.2	56.0
Int'l Military Org	8.3	8.8	8.6
Unified Commands	5.7	5.4	5.4
Federal Agency Support	3.0	3.4	3.4
Joint Staff	1.1	1.1	1.1
OSD/Defense Agencies/Activities	29.1	33.5	37.5
<u>CENTRAL LOGISTICS</u>	17.9	18.3	18.4
<u>SERVICE MANAGEMENT HQs</u>	24.9	23.0	21.9
Combat Commands	12.4	10.8	10.1
Support Commands	12.5	12.2	11.8
<u>RESEARCH AND DEVELOPMENT</u>	26.1	25.5	24.0
Research and Development	16.9	16.8	15.6
Geophysical Activities	9.2	8.7	8.4
<u>TRAINING AND PERSONNEL</u>	123.0	121.2	116.7
Personnel Support	29.9	30.0	29.7
Individual Training	93.1	91.2	87.0
<u>SUPPORT ACTIVITIES</u>	127.6	113.7	100.6
Support Installations	70.2	64.5	58.5
Centralized Support Activities	57.4	49.2	42.1
<u>TOTAL PROGRAMMED MANNING</u>	1776.5	1641.4	1548.4
<u>UNDISTRIBUTED</u>	0.0	-1.6	-1.3
<u>INDIVIDUALS</u>	226.3	225.4	219.8
Transients	58.0	49.5	47.7
Patients, Prisoners, & Holdees	10.8	10.3	10.2
Trainees and Students	144.3	152.4	149.0
Cadets and Midshipmen	13.2	13.2	12.9
<u>END STRENGTH IN THE BUDGET</u>	2002.6	1865.1	1766.5

Note: Detail may not sum to totals due to rounding.

**TABLE II-3**  
**DEPARTMENT OF DEFENSE RESERVE MANPOWER**  
(End Strength in Thousands)

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
<b><u>DEFENSE PLANNING AND PROGRAMMING</u></b>			
<b><u>CATEGORIES</u></b>			
<b><u>STRATEGIC</u></b>	<u>22.6</u>	<u>23.1</u>	<u>25.8</u>
Offensive Strategic Forces	<u>12.7</u>	<u>13.8</u>	<u>16.5</u>
Defensive Strategic Forces	<u>9.4</u>	<u>8.8</u>	<u>8.8</u>
Strategic Control and Surveillance Forces	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>
<b><u>TACTICAL/MOBILITY</u></b>	<u>844.5</u>	<u>842.0</u>	<u>753.9</u>
Land Forces	<u>633.2</u>	<u>632.7</u>	<u>556.5</u>
Tactical Air Forces	<u>79.3</u>	<u>78.0</u>	<u>76.5</u>
Naval Forces	<u>70.1</u>	<u>69.4</u>	<u>59.2</u>
Mobility Forces	<u>61.9</u>	<u>61.9</u>	<u>61.7</u>
<b><u>COMMUNICATIONS/INTELLIGENCE</u></b>	<u>17.8</u>	<u>19.5</u>	<u>18.9</u>
Intelligence	<u>4.3</u>	<u>5.0</u>	<u>4.6</u>
Centrally Managed Comm	<u>13.5</u>	<u>14.5</u>	<u>14.3</u>
<b><u>COMBAT INSTALLATIONS</u></b>	<u>24.5</u>	<u>21.5</u>	<u>20.5</u>
<b><u>FORCE SUPPORT TRAINING</u></b>	<u>1.1</u>	<u>0.8</u>	<u>0.5</u>
<b><u>MEDICAL SUPPORT</u></b>	<u>35.6</u>	<u>32.3</u>	<u>29.6</u>
<b><u>JOINT ACTIVITIES</u></b>	<u>4.4</u>	<u>4.7</u>	<u>4.6</u>
Int'l Military Org	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>
Unified Commands	<u>0.7</u>	<u>0.7</u>	<u>0.6</u>
Federal Agency Support	<u>0.3</u>	<u>0.1</u>	<u>0.1</u>
Joint Staff	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>
OSD/Defense Agencies/Activities	<u>3.2</u>	<u>0.0</u>	<u>0.0</u>
<b><u>CENTRAL LOGISTICS</u></b>	<u>8.3</u>	<u>7.8</u>	<u>6.9</u>
<b><u>SERVICE MANAGEMENT HQs</u></b>	<u>4.8</u>	<u>4.3</u>	<u>4.1</u>
Combat Commands	<u>2.7</u>	<u>2.0</u>	<u>1.8</u>
Support Commands	<u>2.1</u>	<u>2.3</u>	<u>2.3</u>
<b><u>RESEARCH AND DEVELOPMENT</u></b>	<u>1.9</u>	<u>1.9</u>	<u>1.8</u>
Research and Development	<u>0.7</u>	<u>0.6</u>	<u>0.6</u>
Geophysical Activities	<u>1.2</u>	<u>1.3</u>	<u>1.2</u>
<b><u>TRAINING AND PERSONNEL</u></b>	<u>62.4</u>	<u>62.5</u>	<u>46.3</u>
Personnel Support	<u>3.1</u>	<u>2.9</u>	<u>2.5</u>
Individual Training	<u>59.3</u>	<u>59.6</u>	<u>43.8</u>
<b><u>SUPPORT ACTIVITIES</u></b>	<u>65.5</u>	<u>60.4</u>	<u>60.5</u>
Support Installations	<u>40.2</u>	<u>35.2</u>	<u>31.4</u>
Centralized Support Activities	<u>25.3</u>	<u>25.2</u>	<u>29.1</u>
<b><u>TOTAL PROGRAMMED MANNING</u></b>	<u>1093.2</u>	<u>1080.7</u>	<u>973.2</u>
<b><u>INDIVIDUALS</u></b>	<u>9.5</u>	<u>10.3</u>	<u>9.3</u>
<b><u>INDIVIDUAL MOBILIZATION</u></b>	<u>34.8</u>	<u>28.5</u>	<u>24.2</u>
<b><u>AUGMENTEES</u></b>			
<b><u>END STRENGTH IN THE BUDGET</u></b>	<u>1137.5</u>	<u>1119.5</u>	<u>1006.7</u>

Note: Detail may not sum to totals due to rounding.

**TABLE II-4**  
**DEPARTMENT OF DEFENSE CIVILIAN MANPOWER**  
(Direct and Indirect Hire End Strength in Thousands)

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
<b><u>DEFENSE PLANNING AND</u></b>			
<b><u>PROGRAMMING CATEGORIES</u></b>			
<b><u>STRATEGIC</u></b>	<u>13.6</u>	<u>14.1</u>	<u>15.2</u>
Offensive Strategic Forces	8.0	8.4	9.3
Defensive Strategic Forces	3.6	3.7	3.7
Strategic Control and Surveillance Force	2.0	2.0	2.2
<b><u>TACTICAL/MOBILITY</u></b>	<u>63.1</u>	<u>69.0</u>	<u>60.7</u>
Land Forces	22.1	20.4	15.6
Tactical Air Forces	16.1	15.5	15.1
Naval Forces	3.2	9.9	6.8
Mobility Forces	21.7	23.2	23.2
<b><u>COMMUNICATIONS/INTELLIGENCE</u></b>	<u>21.4</u>	<u>26.5</u>	<u>26.0</u>
Intelligence	10.9	11.7	11.6
Centrally Managed Comm	10.5	14.8	14.4
<b><u>COMBAT INSTALLATIONS</u></b>	<u>145.4</u>	<u>122.7</u>	<u>119.2</u>
<b><u>FORCE SUPPORT TRAINING</u></b>	<u>6.0</u>	<u>5.8</u>	<u>5.4</u>
<b><u>MEDICAL SUPPORT</u></b>	<u>47.6</u>	<u>47.7</u>	<u>48.7</u>
<b><u>JOINT ACTIVITIES</u></b>	<u>22.3</u>	<u>24.3</u>	<u>23.9</u>
Int'l Military Org	3.4	4.3	4.2
Unified Commands	0.9	1.1	1.0
Federal Agency Support	0.1	0.2	0.2
Joint Staff	0.3	0.3	0.3
OSD/Defense Agencies/Activities	17.6	18.4	18.2
<b><u>CENTRAL LOGISTICS</u></b>	<u>339.6</u>	<u>325.9</u>	<u>305.1</u>
<b><u>SERVICE MANAGEMENT HQs</u></b>	<u>25.0</u>	<u>24.2</u>	<u>23.2</u>
Combat Commands	5.2	5.0	4.3
Support Commands	19.8	19.2	18.9
<b><u>RESEARCH AND DEVELOPMENT</u></b>	<u>79.5</u>	<u>75.9</u>	<u>72.6</u>
Research and Development	69.2	65.7	62.4
Geophysical Activities	10.3	10.2	10.2
<b><u>TRAINING AND PERSONNEL</u></b>	<u>53.0</u>	<u>62.4</u>	<u>61.9</u>
Personnel Support	30.7	40.8	40.2
Individual Training	22.3	21.6	21.7
<b><u>SUPPORT ACTIVITIES</u></b>	<u>228.0</u>	<u>202.4</u>	<u>195.7</u>
Support Installations	153.8	134.7	134.4
Centralized Support Activities	74.2	67.7	61.3
<b><u>END STRENGTH IN THE BUDGET</u></b>	<u>1044.5</u>	<u>1001.0</u>	<u>957.7</u>

Note: Detail may not sum to totals due to rounding.

## CHAPTER III

### ARMY MANPOWER REQUIREMENTS

#### I. INTRODUCTION

##### A. General

The manpower requirements for the active force, the Army Reserve, the Army National Guard, and the civilian workforce are a function of the force structure the Army needs to meet its requirements under the national military strategy. The Army is shaping its forces into a smaller, more CONUS-based force possessing four essential qualities:

- 1) Versatility - the ability to respond to a widening array of challenges, while drawing from a smaller reservoir of forces.
- 2) Deployability - the ability to project appropriate combat power rapidly to wherever American interests are threatened.
- 3) Lethality - the ability to overwhelm all adversaries through a Total Force effort.
- 4) Expansibility - the ability to generate additional forces rapidly in response to a deterioration of international order.

The Army has demonstrated its commitment to the Total Force through many cooperative efforts. Operations ranged from fighting fires in the Western United States and assisting in earthquake and hurricane recovery operations to larger operations such as JUST CAUSE in Panama and OPERATION DESERT SHIELD/STORM in Southwest Asia. In each case, the capability of each part of the force proved invaluable in the success of the operation.

Taking advantage of lessons learned from OPERATION DESERT SHIELD/STORM, the Army has developed a force mix to ensure that the proper capabilities are retained. Rapidly deployable forces generally require a higher density of active forces while reinforcing forces can take advantage of reserve component capabilities.

The programmed reduction in military force structure will also require a reduction of the civilian force. Consistent with the Army's personnel management philosophy, commanders influence how to reduce the civilian workforce, taking the most severe actions (e.g., reductions in force and furloughs) as a last resort. When civilians must be separated, priority placement programs are available to assist those leaving in finding continued employment.

As the Army draws down, it will remain committed to the six enduring imperatives which have served the force so well:

- 1) Attract and retain high quality soldiers and civilians.
- 2) Maintain a forward-looking warfighting doctrine.
- 3) Maintain an appropriate mix of armored, light, and Special Operations Forces, Active Component/Reserve Component force structure, and Combat/Combat Support/Combat Service Support structure.
- 4) Conduct tough, realistic training.

5) Modernize continually to ensure Army forces have the right warfighting capabilities.

6) Develop competent, confident leaders.

Through continued adherence to these six imperatives and a commitment to the Total Force, the Army will continue to fulfill its fundamental mission of providing trained and ready forces for prompt, sustained land combat in defense of our national interests.

#### B. Wartime Manpower Requirements

Wartime manpower requirements are based on the total Army worldwide wartime force structure and the number of additional personnel needed to replace estimated combat casualties. New planning scenarios together with Defense Planning Guidance for Fiscal Years 1994-1999 will be used to form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of the Army's wartime manpower requirements.

#### C. Strength Request

Requested strengths for the Active and Reserve Components and the civilian workforce are shown below:

##### Army Strength Request (Strength in Thousands)

	<u>FY 92</u>	<u>FY 93</u>
Active Military	640.7	598.9
Army Reserve	301.8	257.5
Army National Guard	431.2	383.1
Civilians*	330.8	309.4

\*Includes Civilian Technicians

#### D. Major Changes Affecting Manpower

##### 1. Overview

Public Law 100-526, "Defense Authorization Amendments and Base Closure and Realignment Act" (signed into law on 24 October 1988) has been implemented by the Army, which is working towards the end state previously reflected in DMRR 1992. Civilian manpower is reduced commensurate with force structure changes, Defense Management Report initiatives, and FY 1992 congressional actions.

Although the Army manpower estimate includes both military and civilian strengths associated with Special Operations Forces missions, these strengths are managed by the U.S. Special Operations Command (USSOCOM) in accordance with congressional directives. Justification for both strengths and variances are included in the "Defense Agencies" portion of this report under USSOCOM.

Force structure/manpower plans for FY 1992 - FY 1993 will maintain the Army's deterrent capability by continuing emphasis on CONUS-based combat unit readiness and training, continuing and sustaining modernization, improving equipment posture, and increasing productivity programs. The Army continues to balance and mix its active and reserve component forces and mission assignments to provide the optimum blend of wartime/crisis capability and cost effectiveness consistent with both the current and projected threat. In addition, the Army continues planning and programming efforts to implement the military and civilian end strength estimates reflected in the FY 1992 - 1993 President's Budget for Base Realignments and Closures.

The following tables display the strength changes by major Defense Planning and Programming Category (DPPC), for the Active and Selected Reserve components and civilian workforce. (Note: Due to rounding, data in the tables may not add to the totals shown.)

Army Active Manpower by DPPC  
(End Strength in Thousands)

<u>DPPC</u>	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Strategic	.8	.5	.5
Tactical/Mobility	439.2	368.0	342.5
Communications/Intel	13.8	13.0	12.6
Combat Installation	22.8	15.2	14.0
Force Support Training	4.7	3.5	3.3
Medical Support	33.5	33.9	32.6
Joint Activities	22.0	23.1	24.3
Central Logistics	2.1	2.8	3.2
Service Mgt Hdqtrs	6.6	5.9	5.5
Research/Development	3.8	4.0	3.7
Training/Personnel	52.0	50.3	47.0
Support Activities	51.6	42.3	35.0
Total Programmed Manning	652.8	562.6	524.1
Undistributed Manning	0	2.9	6.7
Individuals	72.7	75.2	68.1
Total in the Budget	725.4	640.7	598.9

\*Includes 14,624 Selected Reserves called to active duty for OPERATION DESERT SHIELD/STORM.

U.S. Army Reserve Manpower by DPPC  
(End Strength in Thousands)

<u>DPPC</u>	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Tactical/Mobility	198.0	202.9	173.8
Communications/Intell	0.7	0.7	0.6
Medical Support	9.7	7.9	7.3
Joint Activities	0.3	0.2	0.2
Service Mgt Hqtrs	0.1	0.1	0.1
Training/Personnel	53.6	55.1	39.3
Support Activities	19.2	21.0	25.2
Active Guard/Reserve**	(20.4)	(20.6)	(20.5)

Individuals**	(25.6)	(27.4)	(15.6)
Indiv Mob Augmentees	18.4	13.8	11.0
Total in the Budget	299.9	301.8	257.5

\*Does not include 9,763 Reservists called to active duty for OPERATION DESERT SHIELD/STORM.

\*\*Parenthetical entry for Active Guard/Reserve and Individuals are not additive to total end strength--Active Guard/Reserve and Individuals end strength are allocated among the appropriate DPPCs.

Army National Guard Manpower by DPPC  
(End Strength in Thousands)

<u>DPPC</u>	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Tactical/Mobility	404.2	401.0	356.3
Support Activities	35.7	28.9	25.6
Training/Personnel	1.4	1.3	1.2
Individuals**	(20.4)	(20.6)	(20.5)
Total in the Budget	441.3	431.2	383.1

\*Does not include 4,861 Guard personnel called to active duty for OPERATION DESERT SHIELD/STORM.

\*\*Parenthetical entry for Individuals is not additive to total end strength--Individuals end strength is allocated among the appropriate DPPCs.

Army Civilian (Direct and Indirect Hire) Manpower by DPPC  
(End Strength in Thousands)

<u>DPPC</u>	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
Strategic	.2	.1	.1
Tactical/Mobility	24.3	23.2	18.5
Communications/Intel	5.4	5.3	4.8
Combat Installation	70.6	55.6	53.9
Force Support Training	2.7	2.2	2.1
Medical Support	28.6	29.0	29.6
Joint Activities	2.8	4.5	4.5
Central Logistics	61.0	63.8	59.3
Service Mgt Hqtrs	11.1	11.0	10.6
Research/Development	21.8	20.8	20.0
Training/Personnel	18.1	25.4	24.9
Support Activities	118.7	89.9	81.2
Total in the Budget	365.5	330.8	309.4

## 2. The FY 1992 and FY 1993 Forces

Force structure adjustments in FY 1992 and FY 1993 eliminate two ARNG divisions. The ARNG will convert to predominately armored and mechanized infantry divisions as they field modern equipment.

Active Component end strength will be reduced from 710.8K in FY 1991 to 598.9K by 1993. The reduction concept is based on maintaining a trained and ready Army, maintaining soldier quality, balancing reductions



to shape the force, and demonstrating care and concern for soldiers and their families. The Army plans to achieve this reduction by maximizing voluntary separations, increasing early retirements, reducing accessions, and minimizing involuntary separations.

Modernization and structural changes will enhance the capability of the remaining force despite the reduction in combat divisions. Light divisions continue to transition to objective designs. The resulting force structure will be smaller but better manned and equipped.

The FY 1991 Authorization and Appropriation Acts prohibit the reduction of Army Medical Department (AMEDD) end strength below the number of personnel serving on 30 September 1989. AMEDD reductions in FY 1993 and beyond will be in consonance with the overall Army drawdown, subject to the certification of the Secretary of Defense that there are no requirements for these resources and that CHAMPUS costs will not grow.

The Reserve Component (RC) continues to provide significant contributions to national security. RC reductions correlate to doctrinal reductions in the Total Force which are based on reduced strategic requirements. The primary thrust is toward improving the readiness of existing RC units while continuing modernization efforts.

Civilian strength adjustments for FY 1992 and FY 1993 are commensurate with workload projections, approved funding levels and force structure actions. The FY 1991 actual civilian employment level of 365.5K was 2.4K above the planned level of 363.1K. This increase is attributed to OPERATION DESERT SHIELD/STORM requirements. The estimated level for FY 1992 of 330.8K reflects congressionally mandated funding reductions that affected civilian strength, force structure downsizing and DMR initiatives. Strength levels continue to decline in FY 1993 to 309.4K as base closures and realignments, reduced funding levels, force structure reductions, and more efficient methods of operation are put into effect.

### 3. Active Component

In FY 1992 and FY 1993 active component force structure changes will continue in CONUS, Europe, and the Pacific under the Army's force reduction plan.

a. North America. U.S. Army Forces Command (FORSCOM) completed the inactivation of an armored division upon its redeployment from OPERATION DESERT SHIELD/STORM. Two divisions, one armored and one mechanized, received a third Active Component brigade. A motorized division was downsized to become a motorized brigade. The base structure of an armored brigade was activated at Fort Irwin to support National Training Center (NTC) operations. The U.S. Army Reserve Command (USARC) was activated in the Atlanta, GA area and assumed command of CONUS USAR units. Other CONUS commands continue to downsize and merge organizations and functions to streamline operations and help meet mandated reductions.

b. Europe. U.S. Army Europe (USAREUR) has experienced tremendous pressures for change as a result of the rapidly evolving political situation in the region. The Conventional Forces in Europe (CFE)

Treaty established equipment ceilings which, coupled with Army reduction actions, will significantly reduce the European troop strength. A reduction of 20K (previously scheduled for FY93-95) in FY 92 will accelerate the European draw down.

c. Pacific

(1) Korea. Eighth U.S. Army (EUSA) force structure is shaped by several factors. Requirements for Korea are determined by commitments to theater operations and congressional limitations on the force structure on the peninsula. Under the Nunn-Warner Amendment, three separate phased reductions in force are postulated. Phase I (FY 90-93) reduced authorizations in FY 91 by 1,800 spaces. The 2nd Infantry Division reorganized into two brigades. Echelons above division were reduced by 800 spaces, phasing out units whose missions were assumed by Republic of Korea (ROK) forces. Implementation of Phase II and III reductions will depend on the outcome of recent developments on the Korean peninsula.

(2) U.S. Army Pacific. No major changes in forces structure during FY 91.

d. Panama. U.S. Army South (USARSO) force structure is driven by the Panama Canal Treaty Implementation Plan (TIP). The structure design provides an orderly draw down in forces and a systematic return of property to the Panamanian government. Simultaneously, the continued defense of the canal, increased regional nation building assistance, and a viable counter drug program has resulted in an expanded exercise program in Central and South America. USARSO activated the 1097th Medium Boat Company; inactivated the 74th Laundry Service Company, the 180th Finance Support Detachment, and the 531st Laundry Detachment; and transferred the 285th Quarry Team to Ft Leonard Wood, MO.

4. Reserve Component

a. Active Component/Reserve Component (AC/RC) Mix. Composition and size of the Army are based on the National Military Strategy (NMS). Deterrence remains the central motivating and organizing concept guiding US military strategy. Military force contributes to deterrence in four broad areas: strategic deterrence, forward presence, crisis response, and reconstitution. The restructured Army will have a forward presence of four divisions (two in Europe, two in the Pacific), a CONUS-based crisis response force of five AC divisions, three AC and six RC reinforcing divisions, and a reconstitution capability of two Cadre divisions, followed by reconstituted forces during full mobilization.

A basic consideration in determining the AC/RC mix is the availability for deployment, which drives unit readiness, and is largely dependent on warning and response time. AC forces are needed for rapid deployment. Certain RC units will be required to maintain high readiness levels to augment and assist early deploying AC units.

In distributing the projected force reductions in end strength, the Army focused on an appropriate mix of combat and support forces from among the AC and RC to meet the NMS requirements. The exact determination of this mix was the result of a rigorous analytical process

called Total Army Analysis (TAA). Reductions bear a direct relationship to the NMS. HQDA determined component selection based on availability, capability, and affordability at acceptable risk. The National Guard Bureau (NGB) and Office of the Chief, Army Reserve (OCAR) are developing redistribution plans to adjust unit reductions in each state to attempt to equitably distribute the remaining force structure.

b. Directed Training Associations (DTA). To improve readiness and warfighting capabilities, the majority of RC units (at a minimum, all battalion-size and above) have a Roundout, Affiliation, or Partnership association with an AC unit.

c. U.S. Army Reserve (USAR). The majority of the USAR units have combat service support type missions such as medical, transportation, supply, maintenance, military police, and engineering. In some of these areas, USAR units comprise a major part of the capability. Quality training, modern equipment, more automated systems, and increased full-time support have helped raise these units to higher levels of readiness.

d. Army National Guard (ARNG). The ARNG continues to convert to Army of Excellence (AOE) design in an effort to standardize its structure and equipment. Two full divisions are planned for conversion to cadre status to bridge the strategic gap of force generation. Completing the combat reduction, eight brigades will be inactivated through the program years. Combat support and combat service support units will be eliminated with the Corps and echelons above corps force reduction. The remaining two standard infantry divisions will be converting to AOE heavy divisions resulting in modernization of several units. This transition period will drive realignments in virtually all phases of the ARNG, and reduce the readiness of restructuring ARNG units during their transition.

## 5. Army Civilians

The projected civilian strength levels of 330.8K for FY 1992 and 309.4K for FY 1993 reflect significant reductions from the FY 1991 level. These reduced strength levels are consistent with the reduced funding and force structure levels. The Army's goal is to continue to maintain optimum civilian force levels to achieve maximum efficiency and effectiveness.

### E. Key Manpower Issues

#### 1. Quality

The quality of the Army is determined by the quality of accessions and the retention of these soldiers across the various grade strata. From 1980, when low quality accessions resulted in congressionally mandated quality standards, to present, a dramatic increase is evident:

<u>HSDG</u>		<u>AFQT I-III A</u>		<u>AFQT IV</u>	
1980	1991	1980	1991	1980	1991
54.3%	97.7%	26%	74.5%	51.9%	.9%

Quality goals for FY 1993 reflect a higher standard than that of the 1980's. During the late 1980's, the quality goals were 90 percent HSDG, 63 percent AFQT I-III A, and a ceiling of 10 percent AFQT IV. First implemented in FY 1991 in anticipation of planned force reductions during the next four years, these goals are at least 95 percent HSDG, at least 67 percent AFQT category I-III A, and no more than 2 percent AFQT category IV. These levels can be maintained only through continued competitive compensation, attractive educational incentives and enlistment bonuses. Retention, in turn, requires appropriate Selective Reenlistment Bonuses and quality of life programs that will support the needs of the soldiers and their families. This is of particular importance during the reduction.

## 2. Stability

The result of the ongoing reduction process will be increased turbulence and reduced stability. The disruptive effect of these force reductions was exacerbated by the Army's commitment to OPERATION DESERT SHIELD/STORM. It is imperative that the Army maintain strong leader development programs and constantly focus on personnel readiness.

## 3. Officer Reduction Management

The Army will continue to encourage a "volunteer first" policy during the reduction period and utilize the involuntary reduction measures available under current statutes only when necessary. The National Defense Authorization Act for FY 1991 gave the Army increased management flexibility for downsizing the force through FY 1995. The National Defense Authorization Act for 1992/1993 authorizes the continued use of these processes, i.e. involuntary reduction measures (Selective Early Retirement and Regular Army Reduction in Force) for the commissioned officer corps, and the Army will use them if necessary to meet the end strength goals and force sizing objectives for FY 1992 through 1995.

The National Defense Authorization Act for FY 1992/1993 enacted the Warrant Officer Management Act (WOMA), which authorizes the conduct of Selective Early Retirement Boards to retire eligible Regular warrant officers involuntarily if necessary to meet end strength goals for FY 1992 through 1995. Not included is a provision to conduct a Regular Army Reduction in Force similar to the authority for the commissioned officers. This will require the Army to apply the provisions available in WOMA judiciously and implement the personnel management programs needed to maintain a viable warrant officer force that meets force structure requirements.

An additional provision in the authorization act authorizes offering monetary and other incentives for qualified officers to voluntarily leave the service. These programs, the Voluntary Separation Incentive (VSI) and the Special Separation Benefit (SSB), will enhance the Army's effort to encourage volunteers to leave the service rather than subject them to an involuntary separation board. Officers with more than six years and less than twenty years of active federal service are eligible for these benefits.

#### 4. Enlisted Reduction Management

The voluntary separation benefits legislation cited for officer management also applies to enlisted reductions. Implementation of stop loss during OPERATION DESERT SHIELD/STORM did preclude the Army from meeting the original FY 1991 legislated end strength; however, the planned reduction ramp for the enlisted force will be back on course by the end of FY 1992. Required levels of reduction can be attained provided separation boards are convened early enough for due process and separations to occur by the end of FY 1992. Variables, such as enlisted retention rates following OPERATION DESERT SHIELD/STORM, and the implementation of voluntary separation incentive programs to reduce involuntary separations, will affect the scope of reductions.

### II. SIGNIFICANT HIGHLIGHTS

#### A. Active Component Military Manpower

##### 1. General

The active Army ended FY 1991 with an authorized strength of 710.8K; however, the 14.6K Reserves who were activated for OPERATION DESERT SHIELD/STORM and were still on active duty as of September 30, 1991, resulted in an actual active-duty strength of 725.4K. Active Army military end strength is programmed for 640.7K in FY 1992 and 598.9K in FY 1993, down from 771.8K at the beginning of FY 1989.

##### 2. Programmed Manpower Structure, Programmed Manning, and Operating Strength (details explained in Section III)

##### 3. Readiness Assessment

FY 1991 showed the U.S. Army ready and capable of responding to a national emergency. The deployment of over 300,000 soldiers to Southwest Asia to join with United Nations forces was a clear display of their readiness.

FY 1992 will begin the U.S. Army reduction. The force restructuring and manpower reductions will net a smaller and stronger Army of higher quality soldiers. New recruits entering the Army during these times will be required to meet higher standards. Retained units will be closely managed to ensure their present high level of readiness.

#### B. Reserve Component Military Manpower

##### 1. U.S. Army Reserve (USAR)

a. General. The USAR end strength in FY 1991 was 299.9K. Programmed manning for FY 1992 is 301.8K and 257.5K for FY 1993.

**TABLE III-1**  
**ACTIVE ARMY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(Thousands)

TOTAL AC MILITARY	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	0.5	0.8	0.5	0.5	100.0	0.5	0.5	100.0
<b>TACTICAL/MOBILITY</b>	409.4	439.2	429.3	368.0	85.7	405.0	342.5	84.6
Land Forces	409.1	438.9	429.0	367.7	85.7	404.6	342.2	84.6
Division Forces	359.7	393.7	376.0	321.0	85.4	356.9	303.0	84.9
Theater Forces	49.4	45.1	53.0	46.8	88.3	48.1	39.2	81.5
Mobility Forces	0.4	0.3	0.3	0.3	100.0	0.4	0.3	75.0
<b>COMMUNICATIONS/INTEL</b>	16.8	13.8	16.4	13.0	79.3	16.2	12.6	77.8
Intelligence	9.9	9.4	11.7	8.4	71.8	11.5	7.9	68.7
Centrally Managed Comm	6.9	4.4	4.7	4.6	97.9	4.7	4.7	100.0
<b>COMBAT INSTALLATIONS</b>	17.9	22.8	19.6	15.2	77.6	18.4	14.0	76.1
<b>FORCE SUPPORT TRAINING</b>	4.7	4.7	4.7	3.5	74.5	4.3	3.3	76.7
<b>MEDICAL SUPPORT</b>	33.8	33.5	46.0	33.9	73.7	41.0	32.6	79.5
<b>JOINT ACTIVITIES</b>	22.7	21.7	23.8	23.1	97.1	24.5	24.3	99.2
Int'l Military Org	4.1	4.0	4.5	4.4	97.8	4.5	4.3	95.6
Unified Commands	1.7	1.6	1.5	1.5	100.0	1.5	1.5	100.0
Federal Agency Support	0.3	0.3	0.4	0.4	100.0	0.4	0.4	100.0
Spt to JCS	0.4	0.3	0.3	0.3	100.0	0.3	0.3	100.0
OSD/Defense Agencies	16.3	15.5	17.1	16.4	95.9	17.8	17.8	100.0
<b>CENTRAL LOGISTICS</b>	2.5	2.1	3.3	2.8	84.8	3.5	3.2	82.1
Supply Operations	0.2	0.4	1.3	1.0	76.9	1.0	0.9	90.0
Maintenance Operations	1.0	0.6	0.6	0.6	100.0	1.1	1.1	100.0
Logistics Support Operations	1.3	1.1	1.4	1.3	92.9	1.4	1.2	85.7
<b>SERVICE MANAGEMENT HQs</b>	6.0	6.6	7.6	5.9	77.6	7.5	5.5	73.3
Combat Commands	1.8	2.3	3.3	1.9	57.6	3.3	1.6	48.5
Support Commands	4.1	4.3	4.3	4.0	93.0	4.2	3.9	92.9
<b>R&amp;D/GEOPHYSICAL ACTIVITIES</b>								
Research and Development	4.5	3.8	5.0	4.0	80.0	5.0	3.7	74.0
<b>TRAINING AND PERSONNEL</b>	51.3	52.0	53.8	50.3	93.5	49.9	47.0	94.2
Personnel Support	11.1	10.8	12.2	11.3	92.6	11.2	11.2	100.0
Individual Training	40.3	41.2	41.6	39.0	93.8	39.4	35.8	90.9
<b>SUPPORT ACTIVITIES</b>	45.8	51.6	44.0	42.3	96.1	37.6	35.0	93.1
Support Installations	12.5	13.0	11.9	10.2	85.7	11.7	9.1	77.8
Centralized Support Act'y	33.3	38.6	32.1	32.1	100.0	25.9	25.9	100.0
<b>TOTAL PROGRAMMED MANNING</b>	616.1	652.8	654.0	562.6	86.0	613.5	524.1	85.5
<b>UNDISTRIBUTED</b>				2.9			6.7	
<b>INDIVIDUALS</b>		72.7		75.2			68.1	
Transients		19.6		13.5			12.2	
Holdees		5.7		5.1			5.0	
Trainees/Students		43.1		52.3			46.7	
Cadets		4.3		4.3			4.2	
<b>END STRENGTH IN THE BUDGET</b>		725.4		640.7			598.9	

Note: Details may not sum to totals due to rounding.

\*Includes 14,624 Selected Reserve called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE III-1A**  
**ACTIVE ARMY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(Thousands)

AC OFFICERS DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	0.1	0.3	0.1	0.1	100.0	0.1	0.1	100.0
<b>TACTICAL/MOBILITY</b>	39.3	43.5	43.1	35.8	83.1	41.3	33.4	80.9
Land Forces	39.2	43.3	43.0	35.7	83.0	41.1	33.2	80.8
Division Forces	35.0	39.1	38.5	31.7	82.3	37.0	30.0	81.1
Theater Forces	4.2	4.1	4.5	3.9	86.7	4.1	3.2	78.0
Mobility Forces	0.2	0.1	0.1	0.1	100.0	0.2	0.1	50.0
<b>COMMUNICATIONS/INTEL</b>	2.9	2.3	3.0	2.5	83.3	2.9	2.5	86.2
Intelligence	2.0	1.7	2.4	1.9	79.2	2.3	1.8	78.3
Centrally Managed Comm	0.8	0.6	0.6	0.6	100.0	0.6	0.6	100.0
<b>COMBAT INSTALLATIONS</b>	1.7	2.5	2.2	1.4	63.6	2.1	1.3	61.9
<b>FORCE SUPPORT TRAINING</b>	1.2	1.2	1.2	0.9	75.0	1.2	0.9	75.0
<b>MEDICAL SUPPORT</b>	12.0	12.3	16.9	12.1	71.6	15.4	11.7	76.0
<b>JOINT ACTIVITIES</b>	6.0	5.4	6.2	6.0	96.8	6.2	6.2	100.0
Int'l Military Org	1.0	1.1	1.2	1.2	100.0	1.2	1.1	91.7
Unified Commands	0.9	0.9	0.8	0.8	100.0	0.8	0.8	100.0
Federal Agency Support	0.2	0.2	0.2	0.2	100.0	0.2	0.3	150.0
Spt to JCS	0.3	0.2	0.3	0.2	66.7	0.2	0.2	100.0
OSD/Defense Agencies	3.6	3.0	3.7	3.6	97.3	3.8	3.8	100.0
<b>CENTRAL LOGISTICS</b>	1.3	0.9	1.5	1.3	86.7	1.3	1.2	92.3
Supply Operations	0.2	0.3	0.6	0.5	83.3	0.5	0.4	80.0
Maintenance Operations	0.3	0.1	0.2	0.2	100.0	0.1	0.1	100.0
Logistics Support Operations	0.8	0.6	0.7	0.6	85.7	0.7	0.7	100.0
<b>SERVICE MANAGEMENT HQs</b>	4.4	4.6	5.0	4.2	84.0	4.9	3.9	79.6
Combat Commands	1.2	1.4	1.8	1.2	66.7	1.8	1.0	55.6
Support Commands	3.1	3.2	3.2	3.0	93.8	3.1	2.9	93.5
<b>R&amp;D/GEOPHYSICAL ACTIVITIES</b>								
Research and Development	1.5	1.3	1.8	1.4	77.8	1.8	1.3	72.2
<b>TRAINING AND PERSONNEL</b>	9.9	8.8	10.9	9.6	88.1	10.1	8.8	87.1
Personnel Support	1.0	0.9	1.4	1.3	92.9	0.9	1.3	144.4
Individual Training	8.9	8.0	9.5	8.2	86.3	9.2	7.5	81.5
<b>SUPPORT ACTIVITIES</b>	9.2	9.1	10.0	9.6	96.0	9.1	8.7	95.6
Support Installations	1.2	1.3	1.4	1.0	71.4	1.4	1.0	71.4
Centralized Support Act'y	8.0	7.8	8.6	8.6	100.0	7.7	7.7	100.0
<b>TOTAL PROGRAMMED MANNING</b>	89.4	92.3	101.9	84.9	83.3	96.4	80.2	83.2
Undistributed Manning				-4.1			-4.8	
<b>INDIVIDUALS</b>		13.9		14.1			13.5	
Transients		2.0		1.8			1.8	
Holdees		0.9		0.7			0.7	
Trainees/Students		11.2		11.6			11.0	
<b>END STRENGTH IN THE BUDGET</b>		106.3		94.9			88.9	

Note: Details may not sum to totals due to rounding.

\*Includes 2,553 Selected Reserve Officers called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE III-1B**  
**ACTIVE ARMY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(Thousands)

AC ENLISTED DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	0.4	0.5	0.4	0.4	100.0	0.4	0.4	100.0
<b>TACTICAL/MOBILITY</b>	370.1	395.7	386.2	332.4	86.1	364.2	309.0	84.8
Land Forces	369.9	395.6	386.0	332.2	86.1	364.0	308.9	84.9
Division Forces	324.7	354.6	337.4	289.3	85.7	319.9	272.9	85.3
Theater Forces	45.2	41.0	48.5	42.9	88.5	44.0	36.0	81.8
Mobility Forces	0.2	0.2	0.2	0.2	100.0	0.2	0.2	100.0
<b>COMMUNICATIONS/INTEL</b>	13.9	11.5	13.3	10.5	78.9	13.3	10.1	75.9
Intelligence	7.9	7.7	9.3	6.5	69.9	9.2	6.1	66.3
Centrally Managed Comm	6.1	3.8	4.0	4.0	100.0	4.1	4.1	100.0
<b>COMBAT INSTALLATIONS</b>	16.2	20.3	17.4	13.8	79.3	16.3	12.7	77.9
<b>FORCE SUPPORT TRAINING</b>	3.5	3.5	3.5	2.6	74.3	3.1	2.4	77.4
<b>MEDICAL SUPPORT</b>	21.8	21.2	28.9	21.8	75.4	25.7	20.9	81.3
<b>JOINT ACTIVITIES</b>	16.7	16.3	17.7	17.0	96.0	18.2	18.1	99.5
Int'l Military Org	3.1	2.9	3.3	3.2	97.0	3.3	3.2	97.0
Unified Commands	0.8	0.7	0.7	0.7	100.0	0.7	0.7	100.0
Federal Agency Support	0.1	0.1	0.2	0.2	100.0	0.1	0.1	100.0
Spt to JCS	0.1	0.1	0.1	0.1	100.0	0.1	0.1	100.0
OSD/Defense Agencies	12.7	12.5	13.4	12.8	95.5	14.0	14.0	100.0
<b>CENTRAL LOGISTICS</b>	1.2	1.1	1.8	1.5	83.3	2.2	2.0	91.0
Supply Operations	0.0	0.1	0.7	0.5	71.4	0.5	0.5	100.0
Maintenance Operations	0.7	0.5	0.4	0.4	100.0	1.0	1.0	100.0
Logistics Support Operations	0.5	0.5	0.7	0.6	85.7	0.7	0.5	71.4
<b>SERVICE MANAGEMENT HQs</b>	1.6	2.1	2.6	1.7	65.4	2.6	1.6	61.5
Combat Commands	0.6	0.9	1.5	0.7	46.7	1.5	0.6	40.0
Support Commands	1.0	1.2	1.1	1.0	90.9	1.1	1.0	90.9
<b>RESEARCH AND DEVELOPMENT</b>								
Research and Development	3.0	2.5	3.2	2.6	81.3	3.2	2.4	75.0
<b>TRAINING AND PERSONNEL</b>	41.5	43.2	43.0	40.7	94.7	39.8	38.2	96.0
Personnel Support	10.1	9.9	10.8	10.0	92.6	9.6	9.9	103.1
Individual Training	31.4	33.2	32.2	30.8	95.7	30.2	28.3	93.7
<b>SUPPORT ACTIVITIES</b>	36.6	42.5	34.0	32.7	96.2	28.5	26.3	92.3
Support Installations	11.3	11.7	10.5	9.2	87.6	10.3	8.1	78.6
Centralized Support Act'y	25.3	30.8	23.5	23.5	100.0	18.2	18.2	100.0
<b>TOTAL PROGRAMMED MANNING</b>	526.6	560.5	552.0	477.8	86.6	517.1	443.2	85.8
Undistributed Manning				7.0			11.6	
<b>INDIVIDUALS</b>		58.8		61.0			54.6	
Transients		17.6		11.6			10.4	
Holdees		4.8		4.5			4.3	
Trainees/Students		31.9		40.6			35.7	
Cadets		4.3		4.3			4.2	
<b>END STRENGTH IN THE BUDGET</b>		619.3		545.8			509.8	

Note: Details may not sum to totals due to rounding.

\*Includes 12,071 Selected Reserve enlisted called to active duty for OPERATION DESERT SHIELD/STORM.



b. Programmed Manpower Structure, Programmed Manning and Operating Strength. Both the programmed manning and requirements shown in Table III-2 decline in FY 1992 and FY 1993, but manning declines at a faster rate than requirements. Authorizations shown are based upon the FY 1992/1993 Authorization and FY 1992 Appropriations Acts as adjusted by the Secretary of Defense. The distribution of the authorizations by DPPC are estimates based upon ratios for the structure shown.

c. Trained in Unit Strength. The percentage of trained manpower in units versus requirements declines in the budget years because operating strength declines at a faster rate than force structure. Force structure shown for FY 1992 and FY 1993 is based upon the Total Army Analysis process.

USAR Trained in Unit Strength  
(In Thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
End Strength	299.9	301.8	257.5
- Training Pipeline	25.6	27.4	15.6
- IMA	18.4	13.8	11.0
Operating Strength	255.9	260.6	230.9
- Non Unit AGR	4.0	4.1	3.8
+ Unit AC Personnel	1.1	1.1	1.1
Trained Unit Strength	253.0	257.6	228.1
Structure Requirements (Wartime) (Programmed Structure)	296.8	290.0	269.0
% Trained/Requirements	85.2	88.8	84.8

NOTE: Totals may not sum due to rounding. FY 1991 strength and structure requirements have been reduced to reflect reservists on active duty for OPERATION DESERT SHIELD/STORM.

Unit AC personnel for FY 1993 does not include increased full time support directed by Congress as a pilot program.

d. Readiness Assessment. The personnel readiness of the USAR improved in FY 1991 as trained in unit strength percentage increased slightly to 85 percent of wartime required. Efforts will continue in FY 1992 and the budget year to acquire and retain quality personnel with the skills needed through continued use of incentives such as bonuses, loan repayment and other special programs.

e. Individual Mobilization Augmentee (IMA) Program. The purpose of the IMA program is to preassign individual Selected Reservists in peacetime to Active Component units, the Selective Service System, and the Federal Emergency Management Agency to train for their wartime duties. The IMA program gives the Active Army the necessary manpower resources to expand rapidly in periods of national emergency. Since its inception,

**TABLE III-2**  
**U.S. ARMY RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

TOTAL ARMY RESERVE MILITARY	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<b>DEFENSE PLANNING AND PROGRAMMING CATEGORIES</b>								
<u>TACTICAL/MOBILITY</u>	200.7	198.0	204.3	202.9	99.3	189.7	173.8	91.6
Land Forces	198.8	196.2	202.5	201.1	99.3	187.8	172.1	91.6
Division Forces	193.9	192.9	197.9	196.5	99.3	183.8	168.4	91.6
Theater Forces	4.9	5.8	4.5	4.5	99.3	4.0	3.7	91.6
Mobility Forces	1.9	1.8	1.9	1.9	99.3	1.9	1.9	91.6
<u>COMMUNICATIONS/INTEL</u>								
Centrally Managed Comm	0.5	0.7	0.7	0.7	99.3	0.7	0.6	91.6
<u>MEDICAL SUPPORT</u>	8.1	9.7	8.0	7.9	99.3	8.0	7.3	91.6
<u>SERVICE MANAGEMENT HQs</u>								
Support Cnds	0.1	0.1	0.1	0.1	99.3	0.1	0.1	91.6
<u>JOINT ACTIVITIES</u>	0.4	0.3	0.2	0.2	99.3	0.2	0.2	91.6
Federal Agency Support	0.4	0.3	0.0	0.0	0.0	0.0	0.0	0.0
OSD/Defense Agencies	0.0	0.0	0.2	0.2	99.3	0.2	0.2	91.6
<u>TRAINING AND PERSONNEL</u>								
Individual Training	55.5	53.6	55.5	55.1	99.3	42.9	39.3	91.6
<u>SUPPORT ACTIVITIES</u>	19.3	19.2	21.1	21.0	99.3	27.5	25.2	91.6
Support Installations	3.5	3.5	3.8	3.8	99.3	3.6	3.3	91.6
Centralized Support Act'y	15.8	15.7	17.4	17.2	99.3	23.8	21.8	91.6
<u>TOTAL PROGRAMMED MANNING</u>	284.9	281.6	290.0	288.0	99.3	269.0	246.5	91.6
<u>INDIVIDUALS</u>		25.6		27.4			15.6	
<u>INDIVIDUAL MOBILIZATION</u>								
<u>AUGMENTEES</u>		18.4		13.8			11.0	
<u>END STRENGTH IN THE BUDGET</u>		299.9		301.8			257.5	

Note: Totals may not add due to rounding.

\*Does not include 9,763 Reservists called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE III-2A**  
**U.S. ARMY RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

USAR OFFICERS	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<u>DPPC</u>								
<u>TACTICAL/MOBILITY</u>	<u>29.4</u>	<u>24.4</u>	<u>28.8</u>	<u>28.8</u>	<u>100</u>	<u>26.6</u>	<u>26.6</u>	<u>100</u>
Land Forces	28.8	23.9	28.1	28.1	100	25.9	26.0	100
Division Forces	28.3	23.5	27.8	27.8	100	25.6	25.7	100
Theater Forces	0.4	0.4	0.4	0.4	100	0.4	0.4	100
Mobility Forces	0.6	0.5	0.6	0.6	100	0.6	0.6	100
<u>COMMUNICATIONS/INTEL</u>	<u>0.2</u>	<u>0.2</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>
Intelligence	0.2	0.2	0.3	0.3	100	0.3	0.3	100
<u>MEDICAL SUPPORT</u>	<u>2.3</u>	<u>3.2</u>	<u>2.3</u>	<u>2.3</u>	<u>100</u>	<u>2.3</u>	<u>2.3</u>	<u>100</u>
<u>SERVICE MANAGEMENT HQs</u>								
Support Commands	0.1	0.1	0.1	0.1	99.3	0.1	0.1	91.6
<u>JOINT ACTIVITIES</u>								
OSD/Defense Agencies	0.0	0.0	0.1	0.1	100	0.1	0.1	100
<u>TRAINING AND PERSONNEL</u>								
Individual Training	11.0	10.2	11.1	11.1	100	7.4	7.4	100
<u>SUPPORT ACTIVITIES</u>	<u>5.8</u>	<u>5.3</u>	<u>6.3</u>	<u>6.3</u>	<u>100</u>	<u>8.8</u>	<u>8.8</u>	<u>100</u>
Support Installations	0.6	0.6	0.8	0.8	100	0.8	0.8	100
Centralized Support Act'y	5.1	4.7	5.4	5.4	100	8.0	8.0	100
<u>TOTAL PROGRAMMED MANNING</u>	<u>48.7</u>	<u>43.4</u>	<u>48.8</u>	<u>48.8</u>	<u>100</u>	<u>45.4</u>	<u>45.5</u>	<u>100</u>
<u>INDIVIDUALS</u>		0		0			0	
<u>INDIVIDUAL MOBILIZATION</u>								
<u>AUGMENTEES</u>		<u>15.1</u>		<u>10.6</u>			<u>8.5</u>	
<u>END STRENGTH IN THE BUDGET</u>		<u>58.4</u>		<u>59.5</u>			<u>54.0</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 1,704 Reserve officers called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE III-2B**  
**U.S. ARMY RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(Thousands)

USAR ENLISTED	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<b>DPPC</b>								
<b>TACTICAL/MOBILITY</b>	<u>171.2</u>	<u>173.6</u>	<u>175.6</u>	<u>174.1</u>	<u>99.2</u>	<u>163.1</u>	<u>146.5</u>	<u>89.8</u>
Land Forces	170.7	172.3	174.3	172.9	99.2	161.8	145.4	89.8
Division Forces	165.5	166.9	170.1	168.7	99.2	158.3	142.2	89.8
Theater Forces	4.4	5.4	4.2	4.2	99.2	3.6	3.2	89.8
Mobility Forces	1.2	1.3	1.2	1.2	99.2	1.2	1.1	89.8
<b>COMMUNICATIONS/INTEL</b>	<u>0.3</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>99.2</u>	<u>0.4</u>	<u>0.4</u>	<u>89.8</u>
Intelligence	0.3	0.4	0.4	0.4	99.2	0.4	0.4	89.8
<b>MEDICAL SUPPORT</b>	<u>5.8</u>	<u>6.5</u>	<u>5.7</u>	<u>5.6</u>	<u>98.2</u>	<u>5.7</u>	<u>5.1</u>	<u>89.8</u>
<b>JOINT ACTIVITIES</b>	<u>0.4</u>	<u>0.3</u>	<u>0.1</u>	<u>0.1</u>	<u>99.2</u>	<u>0.1</u>	<u>0.1</u>	<u>89.8</u>
Federal Agency Support	0.4	0.3	0.0	0.0	0.0	0.0	0.0	0.0
OSD/Defense Agencies	0.0	0.0	0.1	0.1	99.2	0.1	0.1	89.8
<b>TRAINING AND PERSONNEL</b>	<u>44.5</u>	<u>43.4</u>	<u>44.4</u>	<u>44.0</u>	<u>99.2</u>	<u>35.5</u>	<u>31.9</u>	<u>89.8</u>
Individual Training	44.5	43.4	44.4	44.0	99.2	35.5	31.9	89.8
<b>SUPPORT ACTIVITIES</b>	<u>13.5</u>	<u>14.0</u>	<u>14.9</u>	<u>14.7</u>	<u>99.2</u>	<u>18.7</u>	<u>16.8</u>	<u>89.8</u>
Support Installations	2.9	2.9	2.9	2.9	99.2	2.8	2.5	89.8
Centralized Support Act'y	10.6	11.0	12.0	11.9	99.2	15.8	14.2	89.8
<b>TOTAL PROGRAMMED MANNING</b>	<u>235.8</u>	<u>238.1</u>	<u>241.1</u>	<u>239.1</u>	<u>99.2</u>	<u>223.6</u>	<u>200.9</u>	<u>89.8</u>
<b>INDIVIDUALS</b>		25.6		27.4			15.6	
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		<u>3.3</u>		<u>3.2</u>			<u>2.6</u>	
<b>END STRENGTH IN THE BUDGET</b>		<u>241.6</u>		<u>242.3</u>			<u>203.5</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 8,059 Selected Reserves called to active duty for OPERATION DESERT SHIELD/STORM.

approximately 17,000 positions have been identified to support the Active Army. Funding is required to support two weeks of annual training by each soldier assigned to the IMA program and those soldiers designated for drilling positions. Actual IMA strength for FY 1991 was 18,400 and is projected to decrease to 13,800 for FY 1992 and 11,041 in FY 1993.

f. Full Time Support Program. The Full Time Support Program assists Reserve Component units in achieving higher levels of readiness by providing drilling reservists the maximum available training time to prepare for the wartime mission. Full-time support personnel (Active Guard/Reserve personnel, civil service personnel, active Army members, and Military Technicians) improve readiness by assisting in training, supply, maintenance, administration, and mobilization planning.

USAR Full-time Support

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
Active Guard/Reserve	13,704	12,838	12,152
Army Reserve Techs*	8,463	8,112	6,178
Active Army with USAR units*	906	1,080	1,080
DA Civilians*	<u>5,155</u>	<u>3,787</u>	<u>3,633</u>
TOTAL	28,228	25,817	23,043

\*Includes technicians for Special Operations Forces and non-dual status civilian technicians. Active Army with USAR units and DA civilians are expected to change for FY 1992 and FY 1993. Final decisions were not available for this report.

2. Army National Guard (ARNG)

a. General. The ARNG programmed manning for FY 1992 is 431,200 and 383,100 for FY 1993.

b. Programmed Manpower Structure, Programmed Manning, and Operating Strength. The percent of inventory versus programmed manning requirements dropped due to the reduction of personnel inventory in FY 1991 without a corresponding reduction in wartime requirements.

c. Trained in Unit Strength. The table below reflects the trained personnel assigned to units compared to the wartime unit structure. The percent trained in units declines as budgeted end strength does not grow in relationship with structure.

ARNG Trained In Unit Strength

	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
End Strength	441.3	431.2	383.1
-Training Pipeline	20.4	20.6	20.5
Operating Strength	420.9	410.6	362.6
-Non Unit AGR	5.5	5.3	4.7

Trained Unit Strength	415.4	405.3	357.9
Structure Requirements (Wartime) (Proposed structure)	477.8	436.9	401.5
% Trained in Units	86.9	92.8	89.1

\*FY 1991 does not include 4861 ARNG soldiers activated for OPERATION DESERT SHIELD/STORM.

d. Readiness Assessment. ARNG personnel readiness is affected by available strength and Military Occupational Specialty (MOS) qualification. Ongoing recruiting and retention programs are dealing effectively with the available strength shortfall; however, MOS qualification (MOSQ) remains the primary readiness inhibitor. Recent ARNG force modernization has increased MOSQ training requirements. As MOSs are changed to match new or modernized equipment, personnel must undergo training to become qualified to support the different equipment. During the transition period from old to new requirements, personnel are not MOS-qualified according to new document requirements. Highly technical and professional skill areas (e.g. medical, chemical) requiring lengthy schooling are a major problem. In addition, M-day soldiers frequently experience difficulty obtaining leave from their civilian jobs commensurate with school seat availability.

e. Full-time Support Program. The goal of the full-time support program is to contribute to the operational readiness of Reserve Component units prior to mobilization. Full time support for ARNG units consists primarily of the Active Guard/Reserve (AGR) program and the Military Technician program; Active Component soldiers and civilians are also involved.

#### ARNG Full-time Support

	(Actual) FY 91	FY 92	FY 93
Active Guard/Reserve	26.0	24.6	22.6
Dual Status Military Technicians	26.5	24.9	23.1
Civilians	3.2	2.6	2.4
Active Component	0.5	0.5	0.5
Total	56.3	52.6	48.7

3. RC Personnel on Active Duty. The FY 1991 (Actual) figures are for those individuals serving on active duty as of the last day of FY 1991 under orders specifying an aggregate period in excess of 180 days.

**TABLE III-3**  
**ARMY NATIONAL GUARD (ARNG) PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

TOTAL ARNG MILITARY	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	PROG MNPWR RQMT	PROG AUTH	% MNG	PROG MNPWR RQMT	PROG AUTH	% MNG
<u>TACTICAL/MOBILITY</u>	<u>443.3</u>	<u>404.2</u>	<u>402.3</u>	<u>401.0</u>	<u>99.7</u>	<u>366.9</u>	<u>356.3</u>	<u>97.1</u>
Land Forces	443.3	404.2	402.3	401.0	99.7	366.9	356.3	97.1
Division Forces	428.9	391.1	386.8	388.4	100.4	352.0	345.1	98.0
Theater Forces	14.3	13.1	15.4	12.7	82.5	14.8	11.2	76.3
<u>SUPPORT ACTIVITIES</u>	<u>31.8</u>	<u>35.7</u>	<u>32.6</u>	<u>28.9</u>	<u>88.5</u>	<u>32.6</u>	<u>25.6</u>	<u>78.6</u>
Support Installations	28.0	30.6	28.8	24.7	85.6	28.5	21.9	76.7
Centralized Support Act'y	3.7	5.1	3.8	4.3	113.2	4.1	3.8	91.8
<u>TRAINING AND PERSONNEL</u>								
Individual Training	1.6	1.4	1.9	1.3	66.3	1.9	1.2	60.6
<u>TOTAL PROGRAMMED MANNING</u>	<u>477.8</u>	<u>441.3</u>	<u>436.9</u>	<u>431.2</u>	<u>98.9</u>	<u>401.5</u>	<u>383.1</u>	<u>95.4</u>
<u>INDIVIDUALS (TRAINEES)</u>		20.4		20.6			20.5	
<u>END STRENGTH IN THE BUDGET</u>		<u>441.3</u>		<u>431.2</u>			<u>383.1</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 4,861 Selected Reserves called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE III-3A**  
**ARMY NATIONAL GUARD (ARNG) PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

ARNG OFFICERS	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	PROG MNPWR RQMT	PROG AUTH	% MNG	PROG MNPWR RQMT	PROG AUTH	% MNG
<u>TACTICAL/MOBILITY</u>	<u>39.6</u>	<u>38.0</u>	<u>36.7</u>	<u>45.1</u>	<u>122.9</u>	<u>32.7</u>	<u>40.1</u>	<u>122.6</u>
Land Forces	39.6	38.0	36.7	45.1	122.9	32.7	40.1	122.6
Division Forces	38.2	36.7	35.1	43.8	124.8	31.3	38.9	124.3
Theater Forces	1.3	1.3	1.5	1.4	93.3	1.4	1.2	85.7
<u>SUPPORT ACTIVITIES</u>	<u>10.1</u>	<u>11.1</u>	<u>10.0</u>	<u>3.1</u>	<u>31.5</u>	<u>10.1</u>	<u>2.7</u>	<u>26.9</u>
Support Installations	9.2	10.3	9.4	2.6	27.9	9.4	2.3	24.5
Centralized Support Act'y	0.8	0.8	0.6	0.5	87.5	0.7	0.4	59.8
<u>TRAINING AND PERSONNEL</u>								
Individual Training	0.2	0.2	0.4	0.1	26.2	0.4	0.1	26.1
<u>TOTAL PROGRAMMED MANNING</u>	<u>50.0</u>	<u>49.3</u>	<u>47.2</u>	<u>48.3</u>	<u>98.0</u>	<u>43.9</u>	<u>40.9</u>	<u>93.2</u>
<u>END STRENGTH IN THE BUDGET</u>		<u>49.3</u>		<u>48.3</u>			<u>42.9</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 849 National Guard officers called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE III-3B**  
**ARMY NATIONAL GUARD (ARNG) PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

ARNG ENLISTED	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	PROG MNPWR RQMT	PROG AUTH	% MNG	PROG MNPWR RQMT	PROG AUTH	% MNG
<u>TACTICAL/MOBILITY</u>	<u>403.7</u>	<u>366.4</u>	<u>365.4</u>	<u>356.0</u>	<u>98.0</u>	<u>333.5</u>	<u>316.2</u>	<u>95.4</u>
Land Forces	403.7	366.4	365.4	356.0	98.0	333.5	316.2	95.4
Division Forces	390.6	354.6	351.6	344.6	98.6	320.1	306.2	96.3
Theater Forces	13.0	11.8	13.7	11.3	82.7	13.4	10.0	74.9
<u>SUPPORT ACTIVITIES</u>	<u>22.7</u>	<u>24.4</u>	<u>22.5</u>	<u>25.8</u>	<u>114.7</u>	<u>22.5</u>	<u>22.9</u>	<u>101.8</u>
Support Installations	18.7	20.1	19.4	22.0	113.6	19.1	19.6	102.4
Centralized Support Act'y	4.0	4.2	3.1	3.8	121.9	3.4	3.3	98.4
<u>TRAINING AND PERSONNEL</u>								
Individual Training	1.3	1.2	1.4	1.2	82.5	1.4	1.0	74.7
<u>TOTAL PROGRAMMED MANNING</u>	<u>427.8</u>	<u>392.0</u>	<u>389.6</u>	<u>382.9</u>	<u>98.8</u>	<u>357.6</u>	<u>340.2</u>	<u>95.7</u>
<u>INDIVIDUALS (TRAINEES)</u>		20.4		21.6			20.5	
<u>END STRENGTH IN THE BUDGET</u>		<u>392.0</u>		<u>382.9</u>			<u>340.2</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 4,012 National Guard Enlisted called to active duty for OPERATION DESERT SHIELD/STORM.



USAR and ARNG Personnel on  
Active Duty for Training and Special Work in  
Excess of 180 Days

	<u>USAR FY 91</u> (Actual)		<u>ARNG FY 91</u> (Actual)	
	<u>Off</u>	<u>Enl</u>	<u>Off</u>	<u>Enl</u>
Recruit and Specialized Training	3	614	28	1246
Flight Training	31	31	23	184
Professional Training at Military Institutions	3	2	6	19
Professional Training at Civilian Institutions	0	72	3	71
Active Duty Special Work	13	36	7	14
Total	50	755	67	1534

Note: Table does not include RC soldiers on active duty for OPERATION DESERT SHIELD/STORM.

C. Civilian Manpower

1. General

Army civilians provide a major contribution in support of the Army's mission. Civilians, paid from appropriated funds (less those in support of civil works functions) comprise about one-third of Army manpower. Civilians help manage and operate bases, depots and laboratories. They support the Army mission by performing a full range of logistics functions, including depot maintenance, supply, transportation and acquisition management. Civilians also provide essential support in training, medical care, research and development, engineering, and facilities management. Most recently, through Defense Management Report (DMR) initiatives, the Army has sought to streamline these missions and processes by consolidating functions and operations, improving the performance of the defense acquisition system and more effectively managing resources. The majority of the Army's manpower resource savings brought about through DMR decisions are civilian. It is critical that, once streamlined, the Army has the capability to recruit and retain the high-quality civilian force needed to accomplish these critical missions. Nearly 25 percent of the Army's appropriated fund civilian force is stationed overseas and provides a critical mobilization base needed for transition to wartime operations.

2. Major Changes

The FY 1992 and FY 1993 civilian strength estimates reflect reductions of 34,687 and 56,036 from the FY 1991 actual levels. Major changes include reductions to logistics support, base operations, and support to force structure. Other adjustments include savings from base closures, functional transfers (to include commissary operation and finance and accounting), and civilianization of military positions. Table III-4 shows the civilian employment estimate by DPPC.

**TABLE III-4**  
**ARMY CIVILIAN PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
**(DIRECT AND INDIRECT HIRE END STRENGTH)**  
(In Thousands)

CIVILIANS DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991		FY 1992			FY 1993		
	AUTH	MNG	PROG RQMT	PROG AUTH	% MNG	PROG RQMT	PROG AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	<u>0.2</u>	<u>0.2</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>TACTICAL/MOBILITY</b>	<u>20.4</u>	<u>24.3</u>	<u>29.9</u>	<u>23.2</u>	<u>77.6</u>	<u>22.6</u>	<u>18.5</u>	<u>81.9</u>
Land Forces	<u>18.3</u>	<u>22.1</u>	<u>27.1</u>	<u>20.4</u>	<u>75.3</u>	<u>19.8</u>	<u>15.6</u>	<u>78.8</u>
Division Forces	<u>13.1</u>	<u>15.6</u>	<u>20.3</u>	<u>13.8</u>	<u>68.0</u>	<u>13.0</u>	<u>9.0</u>	<u>69.2</u>
Theater Forces	<u>5.2</u>	<u>6.5</u>	<u>6.8</u>	<u>6.6</u>	<u>97.1</u>	<u>6.8</u>	<u>6.6</u>	<u>97.1</u>
Mobility Forces	<u>2.2</u>	<u>2.2</u>	<u>2.8</u>	<u>2.8</u>	<u>100</u>	<u>2.8</u>	<u>2.8</u>	<u>100</u>
<b>COMMUNICATIONS/INTEL</b>	<u>5.8</u>	<u>5.4</u>	<u>6.8</u>	<u>5.3</u>	<u>77.9</u>	<u>6.8</u>	<u>4.8</u>	<u>70.6</u>
Intelligence	<u>3.3</u>	<u>3.2</u>	<u>3.2</u>	<u>2.7</u>	<u>84.4</u>	<u>3.2</u>	<u>2.6</u>	<u>81.3</u>
Centrally Managed Comm	<u>2.6</u>	<u>2.2</u>	<u>3.6</u>	<u>2.6</u>	<u>72.2</u>	<u>3.6</u>	<u>2.2</u>	<u>61.1</u>
<b>COMBAT INSTALLATIONS</b>	<u>71.2</u>	<u>70.6</u>	<u>75.0</u>	<u>55.6</u>	<u>74.1</u>	<u>75.0</u>	<u>53.9</u>	<u>71.9</u>
<b>FORCE SUPPORT TRAINING</b>	<u>1.4</u>	<u>2.7</u>	<u>3.0</u>	<u>2.2</u>	<u>73.3</u>	<u>3.0</u>	<u>2.1</u>	<u>70.0</u>
<b>MEDICAL SUPPORT</b>	<u>27.1</u>	<u>28.6</u>	<u>33.2</u>	<u>29.0</u>	<u>87.3</u>	<u>33.2</u>	<u>29.6</u>	<u>89.2</u>
<b>JOINT ACTIVITIES</b>	<u>4.4</u>	<u>2.8</u>	<u>4.6</u>	<u>4.5</u>	<u>97.8</u>	<u>4.6</u>	<u>4.5</u>	<u>97.8</u>
Int'l Military Org	<u>2.8</u>	<u>2.0</u>	<u>2.9</u>	<u>2.8</u>	<u>96.6</u>	<u>2.9</u>	<u>2.8</u>	<u>96.6</u>
Unified Commands	<u>0.4</u>	<u>0.2</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>
OSD/Defense Agencies	<u>1.2</u>	<u>0.6</u>	<u>1.3</u>	<u>1.3</u>	<u>100</u>	<u>1.3</u>	<u>1.3</u>	<u>100</u>
<b>CENTRAL LOGISTICS</b>	<u>64.3</u>	<u>61.0</u>	<u>78.8</u>	<u>63.8</u>	<u>81.0</u>	<u>78.8</u>	<u>59.3</u>	<u>75.3</u>
Supply Operations	<u>15.8</u>	<u>18.1</u>	<u>25.2</u>	<u>15.3</u>	<u>60.7</u>	<u>25.2</u>	<u>12.8</u>	<u>50.8</u>
Maintenance Operations	<u>31.6</u>	<u>26.4</u>	<u>33.2</u>	<u>31.5</u>	<u>94.9</u>	<u>33.2</u>	<u>30.4</u>	<u>91.6</u>
Logistics Support Operations	<u>16.9</u>	<u>16.5</u>	<u>20.4</u>	<u>17.0</u>	<u>83.3</u>	<u>20.4</u>	<u>16.1</u>	<u>78.9</u>
<b>SERVICE MANAGEMENT HQs</b>	<u>12.3</u>	<u>11.1</u>	<u>14.1</u>	<u>11.0</u>	<u>78.0</u>	<u>14.1</u>	<u>10.6</u>	<u>75.2</u>
Combat Commands	<u>2.5</u>	<u>2.3</u>	<u>2.9</u>	<u>2.2</u>	<u>75.9</u>	<u>2.9</u>	<u>2.0</u>	<u>69.0</u>
Support Commands	<u>9.8</u>	<u>8.8</u>	<u>11.2</u>	<u>8.8</u>	<u>78.6</u>	<u>11.2</u>	<u>8.6</u>	<u>76.8</u>
<b>R&amp;D/GEOPHYSICAL ACTIVITIES</b>								
Research and Development	<u>21.3</u>	<u>21.8</u>	<u>24.3</u>	<u>20.8</u>	<u>85.6</u>	<u>24.3</u>	<u>20.0</u>	<u>82.3</u>
<b>TRAINING AND PERSONNEL</b>	<u>20.2</u>	<u>18.1</u>	<u>29.2</u>	<u>25.4</u>	<u>87.0</u>	<u>29.2</u>	<u>24.9</u>	<u>85.3</u>
Personnel Support	<u>8.7</u>	<u>5.8</u>	<u>14.2</u>	<u>13.6</u>	<u>95.8</u>	<u>14.2</u>	<u>13.7</u>	<u>96.5</u>
Individual Training	<u>11.5</u>	<u>12.3</u>	<u>15</u>	<u>11.7</u>	<u>78.0</u>	<u>15.0</u>	<u>11.2</u>	<u>74.7</u>
<b>SUPPORT ACTIVITIES</b>	<u>116.9</u>	<u>118.7</u>	<u>103.2</u>	<u>89.9</u>	<u>87.1</u>	<u>103.2</u>	<u>81.2</u>	<u>78.7</u>
Support Installations	<u>57.9</u>	<u>57.1</u>	<u>42.3</u>	<u>36.0</u>	<u>85.1</u>	<u>42.3</u>	<u>33.2</u>	<u>78.5</u>
Centralized Support Act'y	<u>59.0</u>	<u>61.6</u>	<u>60.9</u>	<u>53.9</u>	<u>88.5</u>	<u>60.9</u>	<u>48.0</u>	<u>78.8</u>
<b>TOTAL PROGRAMMED MANNING</b>	<u>365.8</u>	<u>365.5</u>	<u>402.2</u>	<u>330.8</u>	<u>82.2</u>	<u>394.9</u>	<u>309.4</u>	<u>78.3</u>

Note: Details may not sum to totals due to rounding.

#### D. Manpower Management Improvements

The Army has restructured or implemented many programs to improve both personnel and manpower management as part of its concerted effort to become more efficient using available resources. Some of these programs are described below.

##### 1. Army Acquisition Corps (AAC)

The AAC resulted from an effort to develop a dedicated corps of military and civilian acquisition specialists and leaders. The challenges of developing, producing, and fielding new systems demand the focused attention of knowledgeable professionals. The AAC will enhance and sustain the acquisition skills of a select group of officers with a solid foundation of operational experience and civilian specialists with proven technical experience. The program will integrate selection, education, training, assignments and promotion for military and civilian members.

##### 2. MANPRINT

MANPRINT is an initiative that renews emphasis on the soldier as a key element of man-machine weapon systems performance. The MANPRINT program makes the following domains imperative in the materiel acquisition process: human factors engineering, manpower, personnel, training, system safety, and health hazard assessments. The MANPRINT philosophy is that soldiers are the Army's most important resource. Emphasis on MANPRINT will ensure that soldiers are considered during materiel development from before concept exploration to final product improvement. Recent initiatives undertaken to enhance soldier-machine interface through system design have been extensive. Efforts include technical tool and MANPRINT data base development, human performance research, and training of government and industry personnel involved in the acquisition process.

Verifiable improvements have been identified as a by-product of the MANPRINT program. Personnel savings have been realized on the Howitzer Improvement Program and significant cost avoidance has been achieved on the Avenger and the Airborne Target Handoff System.

#### III. ARMY PROGRAMMED MANPOWER BY DEFENSE PLANNING AND PROGRAMMING CATEGORY (DPPC)

Since March 1988, the Army's manpower accounting, force structure, and Planning/Programming/Budgeting systems have been subjected to a massive review and restructure under the direction of the Assistant Secretary of Defense (Force Management and Personnel). This effort identified many cases of DPPC misclassifications of existing Army tactical units, as well as differences in information for the units contained in the three major Army manpower information systems. This report contains DPPC structure adjustments necessary to correct the classification of existing tactical units with battlefield missions, as well as adjustments to strength levels for Active Army units reflecting the approved budget position in all management systems. Additional work in this area remains to be done.

## A. Strategic

### 1. Strategic Control and Surveillance Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.8	.5	.5
<u>Civilian</u>	.2	.1	.1

This category contains manpower for the World Wide Military Command and Control System (WWMCCS), airborne satellite and ballistic missile early warning and control systems, satellite and orbiting objects surveillance systems, and supporting radar and optical sensor systems; resources specifically identified and measurable to strategic control and surveillance systems, including crews, organizational and field maintenance, weapon system security, operational systems development, and procurement of equipment for these forces; and research and development elements for strategic control and surveillance systems programmed for procurement during the six year FYDP projection.

## B. Tactical/Mobility

### 1. Land Forces

	<u>Land Forces</u>		
	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Active Force</u>			
Divisions	16	14	14
Separate Brigades & Regiments	9	7	7
<u>Reserve Forces</u>			
Divisions	10	10	8
Separate Brigades & Regiments	26	26	17

Land Forces consist of Army Division Forces and Theater Forces. For FY 1991 this includes 26 Divisions (16 Active and 10 Reserve) and 37 Separate Brigades and Regiments (9 Active and 26 Reserve), including five armored cavalry regiments, one ranger regiment, twelve reserve component brigades that round out/up active divisions, six theater defense brigades, three separate brigades, and the brigades in Berlin and Panama.

#### a. Division Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	393.7	321.0	303.0
Reserve			
USAR	192.9	196.5	168.4
ARNG	390.8	388.4	345.0
<u>Civilian</u>	15.6	13.8	9.0

The decrease of (-72,758) to active military manpower in FY 1992 reflects over execution of (-15,212) for reservists on active duty for OPERATION DESERT SHIELD/STORM and (-57,546) for the continuation of the ongoing initiative to reduce the size of the Active Army. The decrease of (-17,980) in FY 1993 reflects the continuation of the ongoing initiative to reduce the size of the Active Army.

The Reserve decrease of (-5,493) in FY 1992 and (-28,109) in FY 1993 reflect the reductions associated with the downsizing and restructuring of the Army.

The decrease to civilian manpower (-1,752) in FY 1992 and (-4,798) in FY 1993 reflects program decrements to tactical support-logistical units in support of the ongoing initiative to reduce the size of the Active Army.

b. Theater Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	45.1	46.8	39.2
Reserve			
USAR	5.8	4.5	3.7
ARNG	13.2	12.7	11.3
<u>Civilian</u>	6.5	6.6	6.6

The increase of (1,636) to active military manpower in FY 1992 supports air defense forces (1,342), tactical support-DCS network (767), offset by theater defense forces (-452), and miscellaneous reprogramming actions (-21). The decrease of (-7,570) in FY 1993 reflects decreases in force structure associated with tactical support (-2,622), theater air defense forces (-1,577), theater defenses forces (-1,331), communications support (-522), special ammunition (-1,948), offset by miscellaneous reprogramming (+430).

The changes in USAR and ARNG manpower reflect planned reductions in FY 1992 and FY 1993.

2. Mobility Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.3	.3	.3
Reserve			
USAR	1.8	1.9	1.9
<u>Civilian</u>	2.2	2.8	2.8

The residual workload resulting from OPERATION DESERT SHIELD/STORM accounts for the FY 1992 increase of (610) to civilian manpower.

C. Communications/Intelligence

1. Intelligence Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	9.4	8.4	7.9
<u>Civilian</u>	3.2	2.7	2.6

The decreases in active military manpower (-1,015) in FY 1992 and (-513) in FY 1993 reflect force structure adjustments made to intelligence programs.

The USAR decreases in FY 1992 and FY 1993 reflect planned end strength and force structure reductions.

2. Centrally Managed Communications Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	4.4	4.6	4.7
Reserve			
USAR	0.7	0.7	0.6
<u>Civilian</u>	2.2	2.6	2.2

The decrease of (-390) to civilian manpower in FY 1993 reflects the force structure adjustment made to strategic Army communications (-321), long-haul communication (-80), offset by miscellaneous reprogramming of (+11).

D. Combat Installations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	22.8	15.2	14.0
<u>Civilian</u>	70.6	55.6	53.9

The decrease to active military manpower in FY 1992 (-7,552) and in FY 1993 (-1,200) reflect ongoing initiatives to reduce the size of the Active Army.

The decrease of (-15,041) to civilian manpower in FY 1992 reflects base operations downsizing in support of reduced force structure (-7,825) and reprogramming from BASOPS to P2 mission (-7,216). The decrease of (-1,695) in FY 1993 reflects the transfer of finance functions to DOD (-2,008), realignment of information management activities (+1095),

return of printing and publication functions (+62) and miscellaneous reprogramming (-844).

E. Force Support Training Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	4.7	3.5	3.3
<u>Civilian</u>	2.7	2.2	2.1

The decrease of (-1,107) to active military manpower in FY 1992 is attributed to training support to units (-1,684), offset by an increase to the Joint Readiness Training Center (+577). The decrease of (-281) in FY 1993 reflects a decrement to force related training.

The decrease in FY 1992 of (-552) to civilian manpower reflects a cutback in force related training (-326) and training support to units (-226).

F. Medical Support Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	33.5	33.9	32.6
Reserve			
USAR	9.7	7.9	7.3
<u>Civilian</u>	28.6	29.0	29.6

The decrease of (-1,259) to active military manpower in FY 1993 includes medical reductions associated with the ongoing action to reduce the size of the Army. These include (-1,244) to station hospitals and clinics, (-100) to dental activities, offset by (+85) to care in Regional Defense Facilities.

The changes in USAR manpower reflect planned end strength reductions and force structure changes.

The increase (+607) to civilian manpower in FY 1992 is a result of increased resources for special medical programs.

G. Joint Activities

1. International Military Organization Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	4.0	4.4	4.3
<u>Civilian</u>	2.0	2.8	2.8

The (+743) increase of civilian manpower in FY 1992 reflects an increase in foreign military sales (+551), service support to OSD/DSA (+153) and miscellaneous reprogramming (+39).

2. Unified Commands Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	1.8	1.5	1.5
<u>Civilian</u>	.2	.4	.4

3. Federal Support Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.3	.4	.4
Reserve			
USAR	.3	0	0

USAR reductions reflect the inactivation of Civil Defense Support Detachments.

4. Joint Staff Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.3	.3	.3

5. OSD/Defense Agencies & Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	15.5	16.4	17.8
Reserve			
USAR	0	0.2	0.2
<u>Civilian</u>	.6	1.3	1.3

Strength adjustments identified in this category will be explained in Chapter VII.

The increase of (914) to military manpower in FY 1992 reflects an underexecution of manpower in FY 1991. The increase of (+1,332) in FY 1993 reflects the transfer of finance functions to DOD (+1,015) and miscellaneous reprogramming (+317).



The increase in USAR manpower reflects the transfer of spaces from another category associated with the USA Special Operations Command.

#### H. Central Logistics

##### 1. Supply Operations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.4	1.0	.9
<u>Civilian</u>	18.1	15.3	12.8

The increase (+628) to military manpower in FY 1992 is attributed to reprogramming for end item inventory control points (+599) and conventional ammunition (+29). The decrease of (-106) in FY 1993 reflects the transfer of finance functions to DOD (-38), a decrease in end item inventory control points (-65) and miscellaneous reprogramming (-4).

##### 2. Maintenance Operations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.6	.6	1.1
<u>Civilian</u>	26.4	31.5	30.4

The increase to active military manpower of (+564) in FY 1993 reflects a plus up in depot maintenance of (+598) offset by a decrease in environmental installation restoration (-30) and depot maintenance (-4).

The increase (+5,054) to civilian manpower in FY 1992 reflects under execution in FY 1991 due to the hiring freeze. The decrease (-1,092) in FY 1993 reflects the transfer of supply functions from Red River and Sacramento Army Depots to DLA (-164) and management improvement initiatives to streamline operations (-928).

##### 3. Logistics Support Operations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	1.1	1.3	1.2
<u>Civilian</u>	16.5	17.0	16.1

The decrease of (-928) to civilian manpower in FY 1993 includes changes to maintenance activities (-1,076), and miscellaneous reprogramming (+158).

I. Service Management Headquarters

1. Combat Commands Management Headquarters Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	2.3	1.9	1.6
<u>Civilian</u>	2.3	2.2	2.0

The decrease to active military manpower of (-275) in FY 1993 results from management initiatives to improve current operations.

The decrease of (-240) to civilian manpower in FY 1993 also results from management initiatives to improve current operations.

2. Support Commands Management Headquarters Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	4.3	4.0	3.9
Reserve			
USAR	0.1	0.1	0.1
<u>Civilian</u>	8.8	8.8	8.6

The decrease (-150) to active military manpower in FY 1993 results from initiatives to streamline management headquarters activities.

The decrease (-223) to civilian manpower in FY 1993 results from initiatives to streamline management headquarters activities.

J. Research and Development/Geophysical Activities

Research and Development Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	3.8	4.0	3.7
<u>Civilian</u>	21.8	20.8	20.0

The decrease (-258) to active military in FY 1993 reflects decreased support to Army test ranges (-103), support of medical technician program (-117), and miscellaneous reprogramming (-24).

The decrease (-1,052) to civilian manpower in FY 1992 includes missile technology (-849), chemical and smoke munitions (-173), and miscellaneous reprogramming (-30). The decrease (-760) in FY 1993 represents

reprogramming from various Research, Development, Test and Evaluation (RDTE) activities and units.

# K. Training and Personnel

## 1. Personnel Support Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	10.8	11.3	11.2
<u>Civilian</u>	5.8	13.6	13.7

The increase (+510) to active military manpower in FY 1992 reflects reprogramming from the centralized support activity. The decrease (-164) in FY 1993 represents decreased support to the recruiting and examining functions.

The increase (+7,853) to civilian manpower in FY 1992 includes examining activities (+156), other personnel activities (+42), civilian training and education (+1,237), child development services (+2,923), family centers (+22), youth development (+408), personnel management (+1,407), recruiting activities (+114), and under execution in FY 1991 due to hiring freeze (-1,544).

## 2. Individual Training Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	41.2	39.0	35.8
Reserve			
ARNG	1.4	1.3	1.2
USAR	53.6	55.1	39.3
<u>Civilian</u>	12.3	11.7	11.2

The decrease (-2,117) to active military manpower in FY 1992 reflects support adjustment for recruit training units (-492), general skill training (-1,705), offset by miscellaneous reprogramming (+80). The decrease (-3,198) in FY 1993 reflects support adjustments for Reserve Officer Training Corps (-375), general skill training (-1,331), crypto related skills (-139), support of training establishments (-177), training development (-590), integrated recruiting skill training (-235), and miscellaneous reprogramming (-351).

The decreases in FY 1992 and FY 1993 reflect planned end strength reductions for both ARNG and USAR.

The decrease of (-602) in FY 1992 and (-551) in FY 1993 to civilian manpower represents a reduction of training workload associated with the force downsizing.

## L. Support Activities

### 1. Support Installations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	13.0	10.2	9.1
Reserve			
ARNG	30.6	24.7	21.9
USAR	3.5	3.8	3.3
<u>Civilian</u>	57.1	36.0	33.2

The decrease (-2,817) to active military manpower in FY 1992 includes adjustments to support for training base operations (-1,369), base communications (-670), logistics base operations (-265), logistics real property maintenance (-108), real property maintenance training (-114), and miscellaneous reprogramming (-291). The decrease (-1,120) in FY 1993 reflects changes in support for communications base operations (-549), logistics base operations (-624), offset by miscellaneous reprogramming (+53).

The USAR and ARNG decreases reflect the congressionally authorized end strength and a reduction of overstrengths.

The decrease (-21,124) to civilian manpower in FY 1992 includes the transfer of commissaries to Defense Activities (-10,641), base operations communications (-1,781), base operations-logistics (-6,089), base operations-RDTE (-487), base operations-service academies (-2,126). The decrease to civilian manpower in FY 1993 of (-2,839) reflects the transfer of financial function to DOD (-1,169), base operations-logistics (-292), base communications (-235), base operations-RDTE (-91), base operations-training (-848), and miscellaneous reprogramming (-204).

### 2. Centralized Support Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	38.6	32.1	25.9
Reserve			
ARNG	5.1	4.3	3.8
USAR	15.7	17.2	21.8
<u>Civilian</u>	61.6	53.9	48.0

The decrease of (-6,477) to active military manpower in FY 1992 reflects program adjustments to include administrative support (-7,218), personnel administration (-1,129) security investigations (-135), information management (-164), reserve readiness (+1,792), combat development activities (+240), service wide support (+253), and miscellaneous

reprogramming (-116). The decrease (6,187) in FY 1993 reflects program adjustments to include administrative support (-4,861), combat development activities (-262), information management (-624), security investigations (-151), reserve readiness support (-171), and miscellaneous reprogramming (-118).

ARNG decreases in FY 1992 and FY 1993 reflect planned end strength reductions. USAR increases reflect changes in force structure needed to support the downsizing of the Army.

The decrease (-7,674) to civilian manpower in FY 1993 includes information management (-1958), administrative theater support (-432), combat development (-253), reserve readiness (-2,041), personnel administration (-1,563), and over execution in FY 1991 due to OPERATION DESERT SHIELD/STORM (-1,427). The decrease (-5,937) in FY 1993 includes reprogramming for combat development (-365), personnel administration (-180), information management (-5,200), administrative theater support (+61), and miscellaneous reprogramming (-253).

#### M. Individuals

##### 1. Transients (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	19.6	13.5	12.2

Transient strengths are based on the projected volume of PCS moves for accessions, separations, and retirements, and on operational, rotational, and training move requirements. The changes in transient strength are a result of changes in volume, timing, and duration of PCS moves.

##### 2. Patients, Prisoners, and Holdees (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	5.7	5.1	5.0

##### 3. Trainees, and Students (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active			
Trainees/Students	43.1	52.3	46.7

Reserve

Trainees/Students (Pay categories F, P, Q, T)

ARNG	20.4	20.6	20.5
USAR	25.6	27.4	15.6

The active component trainee data largely mirror the flow of non-prior service accessions. Trainees and students are particularly subject to change at end year as accessions are managed to meet the overall end strength. Enlisted accessions (trainees) are lower than usual during the build down years.

The Reserve Component training pipeline consists of Troop Program Unit junior enlisted personnel who have not completed initial entry qualification training and are not deployable and personnel who concurrently are enrolled in ROTC.

4. Cadets/Midshipmen (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Cadets	4.3	4.3	4.2

N. Miscellaneous

Undistributed Manpower (in Thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.0	2.9	6.7

## CHAPTER IV

### NAVY MANPOWER REQUIREMENTS

#### I. INTRODUCTION

##### A. General

This chapter outlines the Navy's requirements for active, reserve, and civilian manpower for FY 1991 through FY 1993. It addresses manpower trends from actual performance in FY 1991 to projections into FY 1993 and reflects changes contained in the Amended President's Budget submission for FY 1993. Further, it reviews the Navy's initiatives and programs geared to meet the challenge of maintaining their readiness posture within the context of a more fiscally-constrained environment.

Authorized Navy active military end strength in FY 1992 is 551,289 (69,394 officers and 481,895 enlisted) and 535,800 in FY 1993 (67,453 officers and 468,347 enlisted). This represents a reduction of 3,699 officers, 65 midshipmen, and 31,730 enlisted personnel between FY 1991 and FY 1993.

The Navy's manpower management strategy is to retain high quality personnel, increase experience levels, maintain acceptable sea/shore rotation, improve training levels and reduce manpower costs during the force reduction. This strategy includes a continued effort to provide the quality of life for Navy personnel that will contribute to positive retention and readiness.

The Navy must be able to fill key positions to perform its mission successfully and safely. Therefore, the recruiting and retention of high caliber officer and enlisted personnel to man our technologically-sophisticated Navy remains a top priority. Retention of experienced enlisted personnel during force drawdown will require stable levels of compensation, maintenance of advancement opportunity and an acceptable quality of life for both the sailor and his/her family. Declining numbers of potential male recruits magnify the importance of sound retention and recruiting programs.

##### B. Wartime Manpower Requirements

Wartime manpower requirements are based on the total Navy world-wide force structure and the number of additional personnel needed to replace estimated combat casualties. New planning scenarios together with Defense Planning Guidance for Fiscal Years 1994-1999 will be used to form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of the Navy's wartime manpower requirements.

### C. Strength Request

#### Navy Manpower Requirements (Strength in Thousands)

	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>		
Active	551.3	535.8
Selected Reserve/TAR	142.6	125.8
<u>Civilian</u>	293.7	266.1

The Navy manpower requirement shows only the authorized end strength required to effectively operate the Navy during peacetime, while the wartime requirement, as indicated in paragraph B above, reflects end strength which would be needed during mobilization.

The civilian requirement is the manpower level required to execute funded requirements and comply with concerted efforts to contain manpower costs through pursuit of economic, efficiency, and productivity improvement programs.

The Selected Reserve component requirement reflects the difference between the trained manpower needed at the start of a protracted conventional war and the Active Navy we can afford and attain in peacetime.

The Navy reassesses military billet assignments at shore establishments and considers substituting civilians or contractors for all non-military essential billets when it is more cost effective and consistent with sea-shore rotation requirements.

### D. Major Changes Affecting Manpower Requirements

#### 1. Manpower Requirement by Major DPPC

The distribution of military manpower from FY 1991 to FY 1993 reflects an end strength reduction tied to force structure reductions. Using programmed end strength for each Defense Planning and Programming Category (DPPC) between FY 1991 and FY 1993, the following tables depict the Navy Active Strength distribution.

#### 2. Major Force Structure Changes

The major force structure for the Navy includes Total Battle Forces, Local Defense and Miscellaneous Support Forces, and Naval Aviation Forces.

a. Total Battle Forces. Within Total Battle Forces are five major subcategories: Strategic Forces (SSBN and their support ships), Tactical Air Forces (Carriers), Naval Forces (Surface Combatants, Attack Submarines, Amphibious Warfare Ships, Patrol and Mine Warfare Ships), Mobility Forces/Sealift Forces (Combat Logistic and Mobile Logistic, Fleet



**Navy Active Strength Distribution By DPPC**  
(Strength in Thousands)

<u>DPPC</u>	<u>FY 1991*</u>	<u>FY 1992</u>	<u>FY 1993</u>
Strategic	22.0	18.7	15.4
Tactical/Mobility	279.1	272.8	263.6
Communications/ Intelligence	16.0	16.0	15.6
Combat Installations	25.9	24.5	24.0
Force Support Training	15.1	14.8	14.7
Medical Support	25.5	25.5	25.4
Joint Activities	8.9	10.0	10.1
Central Logistics	5.9	6.1	6.4
Service Management			
Headquarters	5.4	5.3	5.2
Research and Development	7.2	7.6	7.1
Training and Personnel	36.2	37.2	36.5
Support Activities	29.9	26.5	25.2
Operating Strength Deviation	-	-3.4	-2.9
Individuals	94.0	89.8	89.5
Total in the Budget	571.3	551.3	535.8

\*Includes 1,032 Selected Reserves called to active duty for OPERATION DESERT SHIELD/STORM.

**Navy Selected Reserve Strength Distribution by DPPC**  
(Strength in Thousands)

<u>DPPC</u>	<u>FY 1991*</u>	<u>FY 1992</u>	<u>FY 1993</u>
Strategic	1.3	0.7	0.3
Tactical/Mobility	81.9	80.5	70.0
Communications/Intelligence	5.8	6.5	6.0
Combat Installations	9.7	8.6	8.0
Force Support Training	1.1	0.8	0.5
Medical Support	17.1	15.4	13.3
Joint Activities	2.1	2.5	2.4
Central Logistics	8.3	7.8	6.9
Service Management			
Headquarters	4.3	3.8	3.6
Research and Development	1.2	1.1	1.0
Training and Personnel	3.2	2.7	2.4
Support Activities	7.9	8.3	7.8
Individual Mobilization			
Augmentee	2.5	0.6	0.6
Individuals	4.1	3.4	3.0
Total in the Budget	150.5	142.6	125.8

Note: Totals may not add due to rounding.

\*Does not include 1,032 Selected Reserves called to active duty for OPERATION DESERT SHIELD/STORM

Navy Civilian Strength Distribution By DPPC  
(Strength in Thousands)

<u>DPPC</u>	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
Strategic	4.2	4.2	4.2
Tactical/Mobility	9.0	15.4	13.0
Communications/Intelligence	4.3	5.5	5.4
Combat Installations	20.7	19.7	16.6
Force Support Training	1.6	1.5	1.5
Medical Support	9.3	9.4	9.4
Joint Activities	3.3	3.3	3.1
Central Logistics	153.9	143.8	132.0
Service Management			
Headquarters	7.1	6.8	6.5
Research and Development	38.5	36.7	34.5
Training and Personnel	5.6	6.8	6.8
Support Activities	52.2	40.6	33.1
Total in the Budget	309.7	293.7	266.1

Note: Totals may not add due to rounding.

Support Ships), and Mobilization Forces Category "A" (Reserve Surface Combatants and Amphibious Warfare Ships). In FY 1991 the total ship battle forces decreased by seventeen to 528 ships. In FY 1992/FY 1993 the number will decrease to 477/464 respectively. Changes in each of the five categories are outlined in the following paragraphs.

(1) Strategic Forces. In FY 1992 the total number of ballistic missile submarines (SSBN) decreases to 29 with the decommissioning of two James Madison and four Benjamin Franklin class SSBNs and the commissioning of one Ohio class SSBN. In FY 1993 the total number of SSBNs decreases to 24 with the decommissioning of two Lafayette class, one James Madison class, three Benjamin Franklin class SSBNs and the commissioning of one Ohio class SSBN.

Strategic Support Ships decrease to four in FY 1992 with the decommissioning of two Hunley class submarine tenders. In FY 1993 Strategic Support Ships decrease to three with the decommissioning of one Norwalk class TAK.

(2) Tactical Air Forces. In FY 1992, aircraft carriers decrease to 14 with the decommissioning of one Forrestal class and one Midway class and the commissioning of one Nimitz class CVN. In FY 1993 the total decreases to 13 with the decommissioning of one Forrestal class CV.

(3) Naval Forces. Surface Combatants decrease by 25 to 134 in FY 1992 and by seven to 127 in FY 1993. The last battleship will be decommissioned in FY 1992. Cruisers increase to 49 in FY 1992 with the commissioning of two Ticonderoga class cruisers and increase to 53 in FY 1993 with the addition of four more cruisers. In FY 1992 the number of destroyers decrease to 42 with the decommissioning of four Adams class, two Farragut class and the commissioning of one Arleigh Burke class

destroyer. In FY 1993 destroyers decrease to 40 with the decommissioning of three Adams class and one Farragut class, and the commissioning of one Arleigh Burke class destroyer. Frigates decrease to 43 in FY 1992 and to 35 in FY 1993 with the decommissioning of 29 Knox class frigates.

In FY 1992 attack submarines remain constant at 87 with the decommissioning of one Permit class, one Allen class, three Sturgeon class and the conversion of two Benjamin Franklin class SSBNs to SSNs and the commissioning of three Los Angeles class SSNs. In FY 1993 attack submarines increase to 90 with the decommissioning of one Permit class and the commissioning of four Los Angeles class SSNs.

In FY 1992 amphibious warfare ships decrease to 59 with the commissioning of one LHD-1 class ship, one Whidbey Island class LSD and the decommissioning of one Charleston class LKA, two Raleigh class LPDs and two Newport class LSTs. In FY 1993 amphibious warfare ships decrease to 55 with the commissioning of one LHD-1 class ship, the decommissioning of one Charleston class LKA, two Iwo Jima class LPHs and two Newport class LSTs.

In FY 1992 mine warfare ships increase to eleven with the commissioning of three Avenger class MCMs and the decommissioning of one Aggressive class MSO. In FY 1993 mine warfare ships increase to fifteen with the commissioning of three Avenger class MCMs and one Osprey class MHC.

(4) Mobility Forces/Sealift Forces. In FY 1992 combat logistics ships decrease to 50 with the decommissioning of five Neosho class TAOs, one Mispillion class TAO, and the commissioning of two Kaiser class TAOs. In FY 1993 combat logistic ships increase to 54 with the decommissioning of two Wichita class AORs and the commissioning of one Supply class AOE and five Kaiser class TAOs.

In FY 1992 mobile logistic ships increase to 18 with the commissioning of two Hunley class ADs and the decommissioning of one Proteus class AS. In FY 1993 mobile logistic ships decrease to 17 with the decommissioning of one Fulton class AS.

In FY 1992 fleet support ships decrease to 42 with the decommissioning of two Achomawi ATFs and three Stalwart TAGOSs, and the commissioning of two Victorious class TAGOSs. In FY 1993 fleet support ships decrease to 38 with the decommissioning of one Bolster class ARS, one Chanticleer ASR, three Stalwart TAGOSs and the commissioning of one Victorious class TAGOS. Three Mars class AFSs will be converted to TAFSS.

(5) Mobilization Forces Category "A". In FY 1992 and FY 1993 Mobilization Forces Category "A" will decrease to 16 with the deactivation of 13 Knox class frigates.

b. Local Defense and Miscellaneous Support Forces

(1) Auxiliaries and Sealift Forces. These forces increase to 146 in FY 1992 with the addition of one TACs, four TAKs and one TAKR, and further increase to 159 in FY 1993 with the addition of two TAKs, one TACS, three TAKRs and seven TAOTs.

(2) Mobilization Forces Category "B". These forces increase to 18 with the deletion of five Aggressive class MSOs, one Escape class ARS and the addition of eight Knox class frigates. In FY 1993 these forces decrease to 16 with the deletion of two Aggressive class MSOs.

c. Naval Aviation Forces

Active tactical squadrons remain at 91 in FY 1992 and decrease to 84 in FY 1993. Reserve squadrons remain constant at 14.

ASW/FAD active squadrons decrease to 73 in FY 1992 and to 66 in FY 1993. Reserve squadrons remain constant at 20 in FY 1992 and decrease to 16 in FY 1993.

E. Key Manpower Issues

1. Force Reduction Strategy

The manpower management strategy the Navy has adopted for the 1990s is centered on the premise that, as the Navy gets smaller, the opportunity exists to proactively shape the force in order to retain high quality personnel, increase experience levels, gain slightly better sea/shore rotation for our people, improve training levels, and reduce overall manpower costs. A key element of this strategy is a commitment to take care of the people who are in the Navy, and wish to stay, even as total strength decreases. The Navy can accomplish all of these things while reducing its size as long as the reductions are consistent with the pace and magnitude of the reductions in force structure (ship/squadrons). Under present reduction plans, no enlisted personnel will be forced out of the Navy involuntarily who are otherwise fully qualified for retention.

While the Navy plans to decrease the absolute number of petty officers, this number will increase as a percentage of the force. On average, active duty Navy billets are filled at 91.5 percent of Wartime Manpower Requirements. Of these authorized billets, 71 percent are for petty officers, E-4 to E-9. In FY 1991, fiscal constraints allowed the Navy to recruit and train no more than 68.7 percent of total peacetime billets with petty officers, vice the 71 percent required. The increased technological requirements which exist in virtually all of the Navy's ratings (afloat and ashore) make the continued manning of petty officer billets with untrained, inexperienced apprentice seamen unacceptable. In FY 1993, the petty officer inventory will be increased to 69.9 percent of peacetime requirements. While this growth fails to achieve 100 percent manning of petty officer billets with petty officers, it enables the Navy to incorporate the new, more complex technologies/systems needed for its ships and squadrons and maintain the current high level of readiness.

In summary, the Navy desires to protect force readiness in the near term by protecting quality people currently on board, maintain sufficient accession levels to preclude a "hollow force" in the future, manage officer accessions and retention to maintain the correct grade/quality mix, improve recruit quality to reduce attrition and ensure long term readiness, and rebalance the enlisted skill mix using existing force management tools.

## **2. Recruiting**

A key element in manning the smaller, more technical Navy of the future is the ability to successfully recruit to requirements for High School Diploma Graduate (HSDG) and Upper Mental Group (UMG) enlistees. Empirically stated, the Navy will need a quality future force.

The Navy has developed a workload model that predicts the average recruiter workload required to meet present and future recruiting goals. The model demonstrates that, despite force downsizing and manpower reductions, the Navy's recruiting workforce needs to remain stable at FY 1991 levels. This is necessary to successfully compete in a much tougher market and to attract high quality recruits.

## **3. Bonus Programs**

It is vital that the Navy have the necessary tools available to adequately shape the force. The ability to retain the best and most highly trained officers and petty officers is not only key to readiness, but is many times cheaper than recruiting and training a new accession. To ensure the right people stay, most of whom have readily marketable skills in the civilian economy, the Navy uses selectively targeted bonus programs. These bonus programs have been vital to the Navy's ability to retain highly skilled officers and petty officers, particularly in specialties that are undermanned. Even while downsizing, these bonuses are essential to retain targeted skills and adequately shape the force to new requirements.

# **II. SIGNIFICANT HIGHLIGHTS**

## **A. Active Component Military Manpower**

### **1. General**

The Navy's highest priority continues to be the accession and retention of manpower in the necessary quantity and quality to meet operational requirements. People are as integral to new weapon systems as hardware and must not only be recruited, but retained. Therefore, the Navy continues to focus on retaining those enlisted and officer personnel whose mission critical skills contribute directly to readiness and whose talents are in shortest supply.

### **2. Programmed Manpower Structure, Programmed Manning, and End Strength**

The Navy's programmed manning in FY 1992 and FY 1993 is oriented toward ensuring that personnel are available to meet the manpower requirements established by force structure. The active manpower shown in Table IV-1 reflects the decreasing manpower requirements in response to the reduction in force structure.

**TABLE IV-1**  
**ACTIVE NAVY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

TOTAL AC MILITARY	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<u>STRATEGIC</u>	22.7	22.0	20.0	18.7	93	16.7	15.4	93
Offensive Strategic Forces	20.2	20.0	17.8	16.6	93	14.4	13.3	92
Strategic Control and Surveillance Forces	2.5	2.1	2.3	2.1	95	2.2	2.1	97
<u>TACTICAL/MOBILITY</u>	279.9	279.1	281.3	272.8	97	270.7	263.6	97
Land Forces	5.1	4.5	5.1	5.1	100	5.1	5.1	100
Tactical Air Forces	64.3	66.5	68.7	65.6	95	64.8	63.2	97
Naval Forces	209.4	206.9	206.3	201.0	97	199.5	194.1	97
Warships and ASW Forces	98.8	99.6	92.6	90.0	97	88.8	86.5	97
Amphibious Forces	34.6	33.7	35.0	34.5	99	33.8	33.2	98
Naval Support Forces	76.0	73.6	78.7	76.5	97	76.8	74.4	97
Mobility Forces	1.1	1.1	1.1	1.0	92	1.3	1.2	93
<u>COMMUNICATIONS/INTEL</u>	16.7	16.0	16.7	16.0	96	16.1	15.6	97
Intelligence	9.2	8.6	9.3	9.0	96	9.2	8.9	97
Centrally Managed Comm	7.5	7.4	7.4	7.1	96	6.9	6.7	97
<u>COMBAT INSTALLATIONS</u>	25.3	25.9	26.0	24.5	94	26.1	24.0	92
<u>FORCE SUPPORT TRAINING</u>	15.2	15.1	15.6	14.8	95	15.3	14.7	96
<u>MEDICAL SUPPORT</u>	25.7	25.5	26.4	25.5	97	26.3	25.4	96
<u>JOINT ACTIVITIES</u>	9.4	8.9	10.1	10.0	99	10.2	10.1	99
Int'l Military Org.	1.4	1.3	1.4	1.4	98	1.4	1.3	97
Unified Commands	1.3	1.3	1.3	1.3	97	1.3	1.3	96
Federal Agency Support	1.1	1.1	1.2	1.2	100	1.2	1.2	100
Joint Staff	0.3	0.3	0.3	0.3	100	0.3	0.3	100
OSD/Defense Agencies	5.2	4.9	5.9	5.9	100	6.0	6.0	100
<u>CENTRAL LOGISTICS</u>	6.4	5.9	6.5	6.1	93	6.7	6.4	96
<u>SERVICE MANAGEMENT HQs</u>	5.3	5.4	5.4	5.3	98	5.3	5.2	98
Combat Commands	2.6	2.6	2.7	2.6	98	2.7	2.6	97
Support Commands	2.7	2.8	2.7	2.7	99	2.6	2.6	98
<u>RESEARCH AND DEVELOPMENT</u>	7.6	7.2	8.0	7.6	95	7.4	7.1	96
Research and Development	5.6	5.3	6.0	5.7	95	5.5	5.3	97
Geophysical Activities	2.0	2.0	2.0	1.9	94	1.9	1.8	94
<u>TRAINING AND PERSONNEL</u>	39.0	36.2	38.9	37.2	96	38.1	36.5	96
Personnel Support	8.9	8.7	8.6	8.6	99	8.5	8.5	99
Individual Training	30.0	27.6	30.2	28.6	96	29.6	28.0	95
<u>SUPPORT ACTIVITIES</u>	29.9	29.9	27.5	26.5	96	26.8	25.2	94
Support Installations	24.9	23.9	22.2	21.4	96	21.6	20.1	93
Centralized Support Act'y	5.0	6.0	5.2	5.1	98	5.1	5.1	99
<u>TOTAL PROGRAMMED MANNING</u>	483.0	477.2	482.1	464.9	96	465.8	449.1	96
<u>UNDISTRIBUTED</u>				-3.4			-2.9	
<u>INDIVIDUALS</u>		94.0		89.8			89.5	
Transients		25.8		23.4			23.2	
Patients/Prisoners/Holdees		3.4		3.7			3.7	
Students/Trainees		60.4		58.2			58.2	
Midshipmen/NAVCAD		4.5		4.6			4.5	
<u>END STRENGTH IN THE BUDGET</u>		571.3		551.3			535.8	

Note: Details may not sum to totals due to rounding.

\*Includes 1,032 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE IV-1A**  
**ACTIVE NAVY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

AC OFFICERS	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>	2.2	2.0	2.0	1.9	96	1.8	1.7	95
Offensive Strategic Forces	1.8	1.7	1.6	1.6	97	1.4	1.4	96
Strategic Control and Surveillance Forces	0.4	0.3	0.4	0.3	92	0.4	0.3	92
<b>TACTICAL/MOBILITY</b>	23.2	22.8	23.1	23.0	100	22.1	21.9	99
Land Forces	0.7	0.6	0.7	0.7	100	0.7	0.7	99
Tactical Air Forces	5.6	5.5	5.8	5.8	99	5.5	5.4	99
Naval Forces	16.7	16.4	16.4	16.4	100	15.7	15.6	99
Warships and ASW Forces	10.4	10.6	10.2	10.2	100	9.7	9.6	99
Amphibious Forces	2.3	2.2	2.2	2.2	100	2.2	2.2	100
Naval Support Forces	4.0	3.7	4.0	4.0	99	3.9	3.9	100
Mobility Forces	0.2	0.2	0.2	0.2	92	0.2	0.2	92
<b>COMMUNICATIONS/INTEL</b>	1.6	1.4	1.6	1.6	98	1.6	1.5	99
Intelligence	1.2	1.1	1.2	1.2	98	1.2	1.2	99
Centrally Managed Comm	0.4	0.4	0.4	0.4	99	0.4	0.4	98
<b>COMBAT INSTALLATIONS</b>	2.0	2.0	2.0	1.9	92	2.0	1.8	90
<b>FORCE SUPPORT TRAINING</b>	2.1	1.8	2.2	2.0	91	2.2	2.0	93
<b>MEDICAL SUPPORT</b>	7.8	6.9	8.2	7.7	94	8.1	7.7	94
<b>JOINT ACTIVITIES</b>	3.0	2.8	3.0	3.0	99	3.0	3.0	99
Int'l Military Org	0.5	0.5	0.5	0.5	97	0.5	0.5	95
Unified Commands	0.7	0.6	0.6	0.6	99	0.6	0.6	100
Federal Agency Support	0.3	0.2	0.3	0.3	100	0.3	0.3	100
Joint Staff	0.2	0.2	0.2	0.2	100	0.2	0.2	100
OSD/Defense Agencies	1.4	1.2	1.4	1.4	100	1.4	1.4	100
<b>CENTRAL LOGISTICS</b>	2.6	2.3	2.7	2.6	95	2.7	2.6	97
<b>SERVICE MANAGEMENT HQs</b>	3.0	3.1	3.0	3.0	98	3.0	2.9	97
Combat Commands	1.2	1.2	1.3	1.2	96	1.2	1.2	95
Support Commands	1.8	1.9	1.8	1.8	100	1.8	1.8	99
<b>RESEARCH AND DEVELOPMENT</b>	1.5	1.5	1.6	1.6	99	1.6	1.5	97
Research and Development	1.2	1.1	1.2	1.2	100	1.2	1.1	97
Geophysical Activities	0.4	0.3	0.4	0.4	95	0.4	0.3	94
<b>TRAINING AND PERSONNEL</b>	6.1	6.0	6.6	6.1	93	6.3	5.9	93
Personnel Support	0.8	0.7	0.9	0.9	100	0.9	0.9	100
Individual Training	5.3	5.3	5.7	5.2	92	5.5	5.0	92
<b>SUPPORT ACTIVITIES</b>	5.3	5.7	4.9	4.8	97	4.7	4.5	97
Support Installations	3.4	3.1	2.9	2.7	96	2.6	2.5	96
Centralized Support Act'y	1.9	2.6	2.1	2.0	98	2.1	2.0	98
<b>TOTAL PROGRAMMED MANNING</b>	60.7	58.1	61.0	59.1	97	59.1	57.1	97
<b>UNDISTRIBUTED</b>				-0.5			-0.4	
<b>INDIVIDUALS</b>		13.0		10.9			10.8	
Transients		3.6		3.1			3.0	
Patients/Prisoners/Holdees		0.2		0.1			0.1	
Students/Trainees		9.3		7.6			7.6	
<b>END STRENGTH IN THE BUDGET</b>		71.2		69.4			67.5	

Note: Details may not sum to totals due to rounding.

\*Includes 328 Selected Reserve officers called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE IV-1B**  
**ACTIVE NAVY PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

AC ENLISTED	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	ROMT	AUTH	% MNG	ROMT	AUTH	% MNG
<b>STRATEGIC</b>	20.4	20.0	18.1	16.8	93	14.9	13.7	92
Offensive Strategic Forces	18.4	18.3	16.2	15.0	93	13.0	11.9	92
Strategic Control and Surveillance Forces	2.0	1.7	1.9	1.8	95	1.8	1.8	98
<b>TACTICAL/MOBILITY</b>	256.7	256.3	258.1	249.8	97	248.6	241.6	97
Land Forces	4.4	3.9	4.4	4.4	100	4.4	4.4	100
Tactical Air Forces	58.6	61.0	62.7	59.8	95	59.4	57.7	97
Naval Forces	192.7	190.5	190.0	184.7	97	183.7	178.5	97
Warships and ASW Forces	88.4	89.1	82.5	79.9	97	79.1	76.9	97
Amphibious Forces	32.3	31.6	32.8	32.3	99	31.7	31.0	98
Naval Support Forces	72.0	69.9	74.7	72.5	97	72.9	70.5	97
Mobility Forces	0.9	0.9	0.9	0.8	92	1.1	1.0	93
<b>COMMUNICATIONS/INTEL</b>	15.1	14.5	15.1	14.5	96	14.6	14.0	97
Intelligence	8.0	7.5	8.1	7.8	96	8.0	7.7	96
Centrally Managed Comm	7.0	7.0	7.0	6.7	96	6.5	6.3	97
<b>COMBAT INSTALLATIONS</b>	23.3	23.8	24.0	22.6	94	24.1	22.2	92
<b>FORCE SUPPORT TRAINING</b>	13.1	13.3	13.4	12.8	96	13.1	12.7	96
<b>MEDICAL SUPPORT</b>	17.9	18.7	18.2	17.8	98	18.2	17.8	98
<b>JOINT ACTIVITIES</b>	6.3	6.1	7.1	7.0	99	7.2	7.1	99
Int'l Military Org	0.9	0.8	0.9	0.9	99	0.9	0.8	98
Unified Commands	0.7	0.7	0.7	0.6	93	0.7	0.7	92
Federal Agency Support	0.9	0.8	0.9	0.9	100	0.9	0.9	100
Joint Staff	0.1	0.1	0.1	0.1	100	0.1	0.1	100
OSD/Defense Agencies	3.8	3.7	4.5	4.5	100	4.6	4.6	100
<b>CENTRAL LOGISTICS</b>	3.8	3.6	3.8	3.5	91	4.0	3.8	95
<b>SERVICE MANAGEMENT HQs</b>	2.3	2.3	2.3	2.3	98	2.3	2.2	98
Combat Commands	1.4	1.4	1.4	1.3	99	1.4	1.4	98
Support Commands	0.9	1.0	0.9	0.9	98	0.9	0.8	97
<b>RESEARCH AND DEVELOPMENT</b>	6.1	5.8	6.4	6.0	94	5.8	5.6	96
Research and Development	4.4	4.2	4.8	4.5	94	4.3	4.2	97
Geophysical Activities	1.7	1.6	1.6	1.5	94	1.5	1.4	93
<b>TRAINING AND PERSONNEL</b>	32.9	30.2	32.2	31.1	96	31.8	30.6	96
Personnel Support	8.1	7.9	7.8	7.7	99	7.6	7.6	99
Individual Training	24.8	22.3	24.4	23.3	95	24.1	23.0	95
<b>SUPPORT ACTIVITIES</b>	24.5	24.2	22.5	21.7	96	22.1	20.7	94
Support Installations	21.5	20.8	19.4	18.6	96	19.0	17.6	93
Centralized Support Act'y	3.1	3.4	3.1	3.1	98	3.1	3.1	99
<b>TOTAL PROGRAMMED MANNING</b>	422.3	419.1	421.2	405.8	96	406.7	392.0	96
<b>UNDISTRIBUTED</b>				-2.8			-2.4	
<b>INDIVIDUALS</b>		81.0		78.9			78.8	
Transients		22.2		20.2			20.2	
Patients/Prisoners/Holdees		3.3		3.6			3.6	
Students/Trainees		51.1		50.6			50.6	
Midshipmen/NAVCAD		4.5		4.6			4.5	
<b>END STRENGTH IN THE BUDGET</b>		500.1		481.9			468.3	

Note: Details may not sum to totals due to rounding.

\*Includes 704 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.



## B. Reserve Component Military Manpower

### 1. Naval Reserve Manpower

The reduced threat of global war, longer warning times, and the ability to rapidly generate certain capabilities have allowed a reduction in Naval Reserve end-strength where directly linked to Navy's Force Structure and Infrastructure reductions. Additionally, reductions were taken in those areas where large numbers of requirements supported a global vice contingency war scenario. Other reductions focused on junior unskilled positions while maximizing the retention of spaces for the more skilled and veteran personnel.

Despite the reduction in end-strength, the Naval Reserve remains the principal source of trained units and personnel to augment active forces during initial stages of mobilization. The Naval Reserve is therefore manned, equipped, and trained to a high state of readiness. To ensure effective training and integration of forces, the Naval Reserve provides "mutual support" to assist active forces in performing their missions while concurrently fulfilling mobilization training requirements.

#### Naval Reserve Manpower Requirements (Strength in Thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
Total Selected Reserve	150.5	142.6	125.8
Unit Reservists and Trainees	124.8	119.5	104.3
SAM 1/	(0.8)	(1.1)	(1.1)
OSAM II 2/	(0.2)	(0.3)	(0.3)
Full Time Support	23.2	22.5	20.9
TARs	(21.8)	(21.3)	(19.7)
Canvasser/Recruiters	(1.2)	(1.0)	(1.0)
Title 10 USC 265	(0.2)	(0.2)	(0.2)
IMAs 3/	2.5	0.6	0.6

1/Sea and Air Mariner Program

2/Officer Sea and Air Mariner Program

3/Individual Mobilization Augmentees (IMAs)

The Sea and Air Mariner program, inaugurated in FY 1984 to help the Naval Reserve meet its junior enlisted personnel mobilization requirements, is drawing down to maximize the retention of spaces for the more highly trained and skilled veteran personnel. An offshoot of this program is the Sea and Air Mariner II (SAM II) program, a non-prior service accession program in support of the Innovative Naval Reserve Concept (INRC) program. Individuals entering the SAM II program serve two years on Initial Active Duty Training, during which they attend recruit training,

either Apprentice Training Program or "A" school followed by assignment to an FFT 1052 class ship.

Naval Reserve Trained in Unit Strength  
(In Thousands)

	<u>FY 1991*</u>	<u>FY 1992</u>	<u>FY 1993</u>
End Strength	150.5	142.6	125.8
- Training Pipeline	4.6	3.7	3.5
- IMAs	2.5	0.6	0.6
Operating Strength	143.3	138.3	121.7
- NON Unit AGR	12.3	11.2	10.4
+ Unit AC Personnel	6.8	4.2	4.0
Trained Unit Strength	137.8	131.3	115.3
Wartime Unit Structure	144.9	135.6	119.4
% Trained in Units	95.1%	96.8%	96.6%

Note: IMAs include Sea College personnel, who are reported as RCCPDS Category B, MOD T. These individuals have zero drill obligation, but are required to perform Annual Training and are mobilizable assets.

\*Does not include 1,032 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE IV-2**  
**NAVAL RESERVE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

TOTAL USNR MILITARY	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Offensive Strategic Forces	0.5	1.3	0.7	0.7	97	0.7	0.3	45
<b>TACTICAL/MOBILITY</b>	89.2	81.9	93.0	80.5	87	86.9	70.0	81
Land Forces								
Division Forces	2.3	2.2	2.6	2.5	100	2.6	2.5	100
Tactical Air Forces	8.5	8.4	12.0	6.7	56	12.0	6.7	56
Naval Forces	76.6	70.1	76.1	69.4	91	70.0	59.2	84
Warships and ASW	29.9	23.9	29.3	24.5	84	25.3	19.5	77
Amphibious Forces	7.7	7.5	7.9	7.6	96	7.9	6.6	84
Naval Support Forces	39.0	38.6	38.9	37.3	96	36.9	33.0	89
Mobility Forces	1.8	1.3	2.4	1.8	75	2.4	1.6	67
<b>COMMUNICATIONS/INTEL</b>	6.2	5.8	6.8	6.5	96	6.8	6.0	89
Centrally Managed Comm	1.6	1.5	1.6	1.5	99	1.5	1.4	93
Intelligence	4.6	4.3	5.2	5.0	95	5.2	4.6	88
<b>COMBAT INSTALLATIONS</b>	8.6	9.7	8.9	8.6	97	8.9	8.0	90
<b>FORCE SUPPORT TRAINING</b>	0.7	1.1	0.8	0.8	97	0.8	0.5	61
<b>MEDICAL SUPPORT</b>	16.8	17.1	15.4	15.4	100	13.8	13.3	96
<b>JOINT ACTIVITIES</b>	2.1	2.1	2.5	2.5	100	2.5	2.4	97
Int'l Military Org	0.2	0.2	0.2	0.2	100	0.2	0.2	91
Unified Commands	0.5	0.7	0.7	0.7	100	0.7	0.6	92
Federal Agency Support	0.1	**	0.1	0.1	100	0.1	0.1	94
OSD/Defense Agencies	1.3	1.2	1.5	1.5	100	1.5	1.5	100
<b>CENTRAL LOGISTICS</b>	7.4	8.3	7.8	7.8	99	7.8	6.9	88
Supply Operations	3.2	3.8	3.6	3.5	99	3.6	2.9	82
Maintenance Operations	3.5	3.9	3.4	3.3	99	3.4	3.1	91
Logistics Support Operations	0.7	0.6	0.9	0.9	100	0.9	0.9	100
<b>SERVICE MANAGEMENT HQs</b>	3.7	4.3	3.9	3.8	99	3.9	3.6	93
Combat Commands	2.0	2.7	2.0	2.0	98	1.9	1.8	90
Support Commands	1.7	1.6	1.8	1.8	99	1.8	1.8	96
<b>RESEARCH AND DEVELOPMENT</b>	1.1	1.2	1.1	1.1	100	1.1	1.0	96
Research and Development	0.7	0.7	0.6	0.6	100	0.6	0.6	93
Geophysical Activities	0.5	0.5	0.5	0.5	100	0.5	0.5	100
<b>TRAINING AND PERSONNEL</b>	2.7	3.2	2.5	2.7	97	2.5	2.4	96
Personnel Support	2.5	2.3	2.2	2.1	98	2.2	1.7	78
Individual Training	0.2	0.8	0.4	0.6	90	0.3	0.7	43
<b>SUPPORT ACTIVITIES</b>	8.3	7.9	8.4	8.3	98	8.4	7.8	92
Support Installations	6.5	6.1	6.8	6.7	98	6.8	6.2	92
Centralized Support Act's	1.8	1.8	1.7	1.6	98	1.6	1.6	96
<b>TOTAL PROGRAMMED MANNING</b>	147.3	143.9	151.8	138.6	91	144.1	122.2	84
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		2.5		0.6			0.6	
<b>INDIVIDUALS</b>		4.1		3.4			3.0	
<b>END STRENGTH IN THE BUDGET</b>		150.5		142.6			125.8	

Note: Details may not sum to totals due to rounding.

\*Does not include 1,034 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

\*\*Less than 50

**TABLE IV-2A**  
**NAVAL RESERVE OFFICER PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

USNR OFFICER	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Offensive Strategic Forces	0.1	0.2	0.1	0.1	100	0.1	0.1	83
<b>TACTICAL/MOBILITY</b>	12.2	10.4	13.1	11.0	84	12.5	10.2	81
Land Forces	0.4	0.4	0.4	0.4	100	0.4	0.4	100
Division Forces	0.4	0.4	0.4	0.4	100	0.4	0.4	100
Tactical Air Forces	1.3	1.2	1.3	0.9	70	1.3	0.9	70
Naval Forces	9.8	8.4	10.4	8.9	86	9.8	8.1	82
Warships and ASW	5.7	4.6	6.5	5.1	79	6.0	4.5	75
Amphibious Forces	1.0	0.9	1.0	1.0	93	1.0	0.9	84
Naval Support Forces	3.1	2.9	2.9	2.9	96	2.8	2.7	95
Mobility Forces	0.6	0.5	0.9	0.7	80	0.9	0.7	80
<b>COMMUNICATIONS/INTEL</b>	2.0	1.9	2.2	2.1	95	2.2	2.0	90
Centrally Managed Comm	0.1	0.1	0.1	0.1	91	0.1	0.1	91
Intelligence	1.9	1.8	2.1	2.0	95	2.1	1.9	90
<b>COMBAT INSTALLATIONS</b>	1.1	1.0	1.0	1.0	100	1.0	0.9	94
<b>FORCE SUPPORT TRAINING</b>	0.3	0.2	0.3	0.2	96	0.3	0.2	87
<b>MEDICAL SUPPORT</b>	4.5	5.1	4.8	4.7	99	4.8	4.6	96
<b>JOINT ACTIVITIES</b>	0.7	0.7	0.9	0.9	100	0.9	0.8	94
Int'l Military Org	0.1	0.1	0.1	0.1	100	0.1	0.1	87
Unified Commands	0.2	0.3	0.3	0.3	100	0.3	0.3	91
Federal Agency Support	0.1	0.0	0.1	0.1	100	0.1	0.1	94
OSD/Defense Agencies	0.3	0.2	0.3	0.3	100	0.3	0.3	100
<b>CENTRAL LOGISTICS</b>	2.2	2.1	2.3	2.2	99	2.3	2.1	93
Supply Operations	0.9	1.1	1.1	1.1	99	1.0	1.0	89
Maintenance Operations	0.8	0.7	0.7	0.7	99	0.7	0.6	93
Logistics Support Operations	0.5	0.3	0.5	0.5	100	0.5	0.5	100
<b>SERVICE MANAGEMENT HQs</b>	2.2	2.5	2.3	2.3	99	2.3	2.2	95
Combat Commands	1.1	1.4	1.1	1.1	99	1.1	1.0	93
Support Commands	1.1	1.1	1.2	1.2	99	1.2	1.2	97
<b>RESEARCH AND DEVELOPMENT</b>	0.3	0.4	0.3	0.3	100	0.3	0.3	93
Research and Development	0.2	0.3	0.3	0.3	100	0.3	0.2	92
Geophysical Activities	0.1	0.1	0.1	0.1	100	0.1	0.1	100
<b>TRAINING AND PERSONNEL</b>	0.7	0.6	0.6	0.6	101	0.6	0.4	62
Personnel Support	0.6	0.4	0.5	0.5	97	0.5	0.4	70
Individual Training	0.1	0.1	0.2	0.1	122	0.1	**	18
<b>SUPPORT ACTIVITIES</b>	2.1	2.0	2.1	2.1	97	2.1	2.0	94
Support Installations	1.0	0.8	1.1	1.0	95	1.0	1.0	91
Centralized Support Act's	1.1	1.2	1.1	1.1	99	1.1	1.1	97
<b>TOTAL PROGRAMMED MANNING</b>	28.4	27.1	30.0	27.6	92	29.4	25.8	88
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		0.0		0.1			0.1	
<b>INDIVIDUALS</b>		0.4		0.2			0.1	
<b>END STRENGTH IN THE BUDGET</b>		27.5		27.8			26.0	

Note: Details may not sum to totals due to rounding.

\*Does not include 328 Selected Reserve officers called to active duty for OPERATION DESERT SHIELD/STORM.

\*\*Less than 50

**TABLE IV-2B**  
**NAVAL RESERVE ENLISTED PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING, & END STRENGTH**  
(Thousands)

USNR ENLISTED DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Offensive Strategic Forces	0.4	1.1	0.6	0.6	96	0.6	0.3	39
<b>TACTICAL/MOBILITY</b>	77.0	71.5	79.9	69.5	87	74.4	59.9	80
Land Forces	1.9	1.8	2.1	2.1	100	2.1	2.1	100
Division Forces	1.9	1.8	2.1	2.1	100	2.1	2.1	100
Tactical Air Forces	7.2	7.2	10.6	5.8	54	10.6	5.8	54
Naval Forces	66.8	61.7	65.7	60.5	92	60.2	51.1	85
Warships and ASW	24.2	19.3	22.8	19.4	85	19.3	15.0	78
Amphibious Forces	6.7	6.6	6.9	6.7	97	6.8	5.8	84
Naval Support Forces	35.9	35.8	36.0	34.4	96	34.0	30.3	89
Mobility Forces	1.1	0.8	1.5	1.1	73	1.5	0.9	59
<b>COMMUNICATIONS/INTEL</b>	4.2	3.9	4.6	4.4	97	4.6	4.0	88
Centrally Managed Comm	1.4	1.4	1.4	1.4	99	1.4	1.3	93
Intelligence	2.8	2.5	3.1	3.0	95	3.1	2.7	86
<b>COMBAT INSTALLATIONS</b>	7.5	8.7	7.9	7.7	97	7.9	7.1	90
<b>FORCE SUPPORT TRAINING</b>	0.5	0.9	0.5	0.5	98	0.5	0.3	48
<b>MEDICAL SUPPORT</b>	12.2	12.0	10.6	10.6	100	9.0	8.6	96
<b>JOINT ACTIVITIES</b>	1.4	1.4	1.6	1.6	100	1.6	1.6	98
Int'l Military Org	0.1	0.1	0.1	0.1	100	0.1	0.1	95
Unified Commands	0.3	0.4	0.3	0.3	100	0.3	0.3	92
OSD/Defense Agencies	1.0	0.9	1.2	1.2	100	1.2	1.2	100
<b>CENTRAL LOGISTICS</b>	5.2	6.2	5.6	5.5	99	5.6	4.8	86
Supply Operations	2.3	2.8	2.5	2.5	99	2.5	2.0	79
Maintenance Operations	2.8	3.1	2.7	2.7	99	2.7	2.5	91
Logistics Support Operations	0.1	0.3	0.4	0.4	100	0.4	0.4	100
<b>SERVICE MANAGEMENT HQs</b>	1.5	1.8	1.6	1.6	98	1.6	1.4	91
Combat Commands	0.9	1.3	1.0	0.9	98	1.0	0.8	88
Support Commands	0.6	0.5	0.6	0.6	99	0.6	0.6	95
<b>RESEARCH AND DEVELOPMENT</b>	0.8	0.8	0.8	0.8	100	0.8	0.7	97
Research and Development	0.4	0.4	0.4	0.4	100	0.4	0.3	94
Geophysical Activities	0.4	0.4	0.4	0.4	100	0.4	0.4	100
<b>TRAINING AND PERSONNEL</b>	2.1	2.6	1.9	2.1	111	1.9	2.0	105
Personnel Support	2.0	1.9	1.6	1.6	98	1.6	1.3	80
Individual Training	0.1	0.7	0.3	0.5	167	0.2	0.7	350
<b>SUPPORT ACTIVITIES</b>	6.2	5.9	6.3	6.2	99	6.3	5.8	92
Support Installations	5.5	5.3	5.7	5.6	99	5.7	5.3	92
Centralized Support Act's	0.7	0.6	0.6	0.6	96	0.6	0.5	95
<b>TOTAL PROGRAMMED MANNING</b>	118.9	116.8	121.9	111.1	91	114.7	96.5	84
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		2.5		0.5			0.5	
<b>INDIVIDUALS</b>		3.7		3.3			2.9	
<b>END STRENGTH IN THE BUDGET</b>		123.0		114.8			99.8	

Note: Details may not sum to totals due to rounding.

\*Does not include 704 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

## 2. Initial Active Duty For Training

The individuals performing initial active duty for training (IADT) are non-prior service enlisted and officer personnel recruited to areas of skill shortages not able to be filled from veteran recruiting sources.

The enlisted Sea and Air Mariners (SAMs) complete recruit training and Class "A" School or Apprenticeship Training or, in the Reserve Allied Medical Program (RAMP) branch, a VOTECH course without direct compensation at a private institution to acquire certain medical skills. In FY 1992 and FY 1993 456 SAMs will serve in the Naval Reserve Force (NRF) Innovative Naval Reserve Concepts (INRC) program.

The Officer Sea and Air Mariner (OSAM) program provides initial training at the Officer Candidate School or Officer Indoctrination Course, followed by designator training and related duty station assignments for a total IADT period of up to 24 months. The FY 1992 and FY 1993 OSAMs will be assigned to the NRF INRC program.

### Officers and Enlisted Members Serving on Active Duty for Training

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Category</u>			
<u>Enlisted</u>			
Recruit and Specialized Training (Including SAM Trainees)	1300	1120	1129
<u>Officer</u>			
Flight Training (Includes OSAM acquisition training)	10	0	0
Professional (Includes OSAM acquisition training)	144	32	32
TOTAL	1454	1152	1161

### C. Civilian Manpower

#### 1. General

Civilian manpower comprises a vital segment of the Navy's overall resources. Approximately half of the civilians work in industrial activities, primarily engaged in depot level maintenance and repair of ships, planes, and associated equipment. Many civilians employed at operation and maintenance activities, such as ship repair facilities and Navy and Marine Corps air stations and bases, contribute directly to

operational readiness. The balance of the civilians provide essential support in functions such as training; medical care; and the engineering, development, and acquisition of weapons systems, all of which have a definite, although longer range, impact on readiness.

The FY 1992 and FY 1993 end strength estimates each represent a decline from the previous year's estimate. Manpower levels have been structured to assure responsible execution of the Department's programs given reduced resources while complying with congressional direction to reduce headquarters personnel. Included in the overall year-to-year changes are a number of adjustments and realignments based on planned efficiencies and program considerations. The estimates reflect the establishment of the Defense Business Operations Fund, the consolidation of military department accounting and finance functions and commissary operations at the DoD level commencing in FY 1992, as well as management improvements resulting from the Defense Management Report recommendations. [Also reflected are civilian reductions and realignments associated with activity adjustments approved through the FY 1991 base closure process and the closure of Naval activities at Subic Bay.] Decreases in industrial operations reflect workload changes at Naval Shipyards and Aviation Depots.

The FY 1993 request is for 266,109 civilians and is shown by DPPC in Table IV-3.

## 2. Major Program Changes

The civilian end strength budget estimates for FY 1992 and FY 1993 reflect an alignment of civilian manpower with workload requirements and funding adjustments associated with force and support structure reductions while complying with congressional direction. The FY 1992 and FY 1993 estimates reflect a net reduction of 15,900, and 43,600 respectively from the FY 1991 end strength level.

Major workforce reductions occur in the Naval Aviation Depots and Naval Shipyards (-9,000 in FY 1992 and an additional -5,300 in FY 1993). These reductions are based on specific workload changes (type of ship and type of work to be performed), workload reductions through consolidations, increased competition, and work force efficiencies identified by Defense Management Report Initiatives which are related to initiatives for productivity saving at industrial operations first reflected in the FY 1991 President's Budget. Additionally, civilian reductions and realignments to reflect the activities adjustments approved through the FY 1991 base closure process and closure of Naval activities at Subic Bay and Naval Air Station Cubi Point, Philippines, are reflected in the estimates. Other initiatives identify savings from consolidations of supply operations, research laboratories, and aviation depot consolidations. Decreases to Navy programs result from the consolidation of DoD commissary operations, DoD financial and accounting operations and DoD Section Six Schools (-7,300 in FY 1992 and -7,400 in FY 1993). Other initiatives produce dollar savings but increase the number of civilians such as the conversion of military billets (+3,300 in FY 1992 and +4,900 in FY 1993) and the consolidation of DOD printing services under the Navy (+1,500 in FY 1992 and FY 1993).

**TABLE IV-3**  
**NAVY CIVILIAN PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED**  
**MANNING AND END STRENGTH**  
(Direct and Indirect Hires in Thousands)

CIVILIANS	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>DEFENSE PLANNING AND</u> <u>PROGRAMMING CATEGORIES</u>	<u>ACTUALS</u>	<u>AUTHORIZED</u>	<u>AUTHORIZED</u>
<u>STRATEGIC</u>	<u>4.2</u>	<u>4.2</u>	<u>4.2</u>
Offensive Strategic Forces	4.0	4.0	4.0
Surveillance Forces	0.2	0.2	0.2
<u>TACTICAL/MOBILITY</u>	<u>9.0</u>	<u>15.4</u>	<u>13.0</u>
Tactical Air Force	0.2	0.2	0.2
Naval Forces	3.2	9.9	6.8
Warships and ASW	0.7	1.3	1.2
Amphibious Forces	0.1	0.1	0.1
Naval Support Forces	2.4	8.5	5.5
Mobility Forces	5.6	5.3	6.0
<u>COMMUNICATIONS/INTEL</u>	<u>4.3</u>	<u>5.5</u>	<u>5.4</u>
Intelligence	1.8	1.9	1.9
Centrally Managed Comm	2.5	3.6	3.5
<u>COMBAT INSTALLATIONS</u>	<u>20.7</u>	<u>19.7</u>	<u>16.6</u>
<u>FORCE SUPPORT TRAINING</u>	<u>1.6</u>	<u>1.5</u>	<u>1.5</u>
<u>MEDICAL SUPPORT</u>	<u>9.3</u>	<u>9.4</u>	<u>9.4</u>
<u>JOINT ACTIVITIES</u>	<u>3.3</u>	<u>3.3</u>	<u>3.1</u>
Unified Commands	0.3	0.3	0.2
OSD/Defense Agencies	3.0	3.0	2.9
<u>CENTRAL LOGISTICS</u>	<u>153.9</u>	<u>143.8</u>	<u>132.0</u>
Supply Operations	20.6	20.3	19.6
Maintenance Operations	113.6	104.4	94.5
Logistics Support Operations	19.7	19.1	17.9
<u>SERVICE MANAGEMENT HQs</u>	<u>7.1</u>	<u>6.8</u>	<u>6.5</u>
Combat Commands	0.7	0.7	0.6
Support Commands	6.4	6.1	5.9
<u>RESEARCH AND DEVELOPMENT</u>	<u>38.5</u>	<u>36.7</u>	<u>34.5</u>
Research and Development	37.3	35.4	33.2
Geophysical Activities	1.2	1.3	1.3
<u>TRAINING AND PERSONNEL</u>	<u>5.6</u>	<u>6.8</u>	<u>6.8</u>
Personnel Support	2.2	3.5	3.5
Individual Training	3.4	3.3	3.3
<u>SUPPORT ACTIVITIES</u>	<u>52.2</u>	<u>40.6</u>	<u>33.1</u>
Support Installations	50.6	39.0	31.5
Centralized Support Act'y	1.6	1.6	1.6
<u>END STRENGTH IN THE BUDGET</u>	<u>309.7</u>	<u>293.7</u>	<u>266.1</u>

Note: Details may not sum to totals due to rounding.



### 3. Improvements and Efficiencies

The Navy estimate of civilian manpower requirements reflects a continuing commitment to increase the efficiency of the civilian work force. The majority of efforts in this area are concentrated in the implementation of the recommendations of the Defense Management Report. The purpose is to streamline management, especially in the acquisition process, and to reduce costs without affecting military capability or reducing the quality of management support.

The FY 1991 President's Budget incorporated significant manpower savings based on Phase I of the Defense Management Report Initiatives which identified savings based on the transfer of NAVPROs and productivity savings at industrial funded activities. The current FY 1992/1993 budget reflects further savings based on Navy initiatives which identified additional savings related to consolidation of aviation depot maintenance operations and associated reduction in workload, research laboratory consolidation, ADP services consolidation and supply depot and inventory control point consolidations.

Reductions are also associated with new initiatives within the Navy including the consolidation of Pay/Personnel Administrative Support Offices, elimination and consolidation of NROTC units, and the consolidation of headquarters personnel organizations.

### III. NAVY PROGRAMMED MANPOWER BY DEFENSE PLANNING AND PROGRAMMING CATEGORIES

This section summarizes changes in the Navy's manpower totals in terms of force and program changes resulting in year-to-year adjustments in overall requirements.

#### A. Strategic

##### 1. Offensive Strategic Forces Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	20.0	16.6	13.3
Reserve	1.3	0.7	0.3
<u>Civilian</u>	4.0	4.0	4.0

In FY 1992 active military manpower decreases overall by -3409, which includes -2500 to Support Ships and -806 to Fleet Ballistic Missile Systems. In FY 1993 active military manpower decreases overall by -3283 which includes -1613 to Fleet Ballistic Missile Systems, -1891 to Support Ships, offset by +265 to the Trident Program.

Reserve manpower decreases reflect the decommissioning or transfer schedule of FBM submarine tenders.

There are no significant changes in civilian manpower.

2. Strategic Control and Surveillance Forces Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	2.1	2.1	2.1
<u>Civilian</u>	0.2	0.2	0.2

In FY 1992 active military manpower increases by +68 due to a Relocatable Over-the-Horizon Radar (ROTHR). In FY 1993 there are no significant changes.

There are no major increases or decreases in civilian end strength in FY 1992 and FY 1993.

B. Tactical and Mobility

1. Land Forces Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	4.5	5.1	5.1
Reserve	2.2	2.5	2.5

In FY 1992 active military manpower increases by +572, which includes +279 for Divisions Marine and +322 for Force Support Group. There are no significant changes in FY 1993.

2. Tactical Air Forces Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	66.5	65.6	63.2
Reserve	8.4	6.7	6.7
<u>Civilian</u>	0.2	0.2	0.2

In FY 1992 active military manpower decreases by -896 which includes -1549 in Multi-Purpose Aircraft Carriers, -193 in A-7 squadrons, +564 in F-14 squadrons and +227 in Shore-based Electronic Warfare squadrons. In FY 1993 active military manpower decreases by -2426 based on -1692 to Multi-Purpose Aircraft Carriers, -182 to A-6 Squadrons, -165 to F/A-18 Squadrons and -473 to F-14 Squadrons.

The reserve manpower decrease in FY 1992 results from the deletion of the squadron augmentation unit program and the deletion of funding for junior unskilled positions in aircraft carrier augmentation

units, commensurate with the ability to generate this capability from other sources at mobilization.

### 3. Naval Forces Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	206.9	201.0	194.1
Reserve	70.1	69.4	59.2
<u>Civilian</u>	3.2	9.9	6.8

In FY 1992 Warships and Anti-Submarine Warfare (ASW) Forces active military manpower decreases by -9623 including -2000 to battleships, -282 to missile frigates -114 to SH-3/SH-60F Squadrons, -508 to S-3 squadrons, -228 to Mine Countermeasures (MCM) Forces, -247 to Operations Headquarters, -108 to Missile Destroyers, -7255 to Non-Missile Frigates, and -694 to ASW Patrol Squadrons; increments include +1216 to Cruisers, +284 to submarines, and +119 for Non-Missile Destroyers. In FY 1993 Warships and ASW Forces manpower decreases by -3519 including -2293 to Non-Missile Frigates, -798 to Missile Destroyers, -502 to LAMPS, -609 to ASW Patrol Squadrons and -163 to SH-3/SH-60F Squadrons; increments include +671 to Cruisers and +134 to MCM Forces.

The reserve manpower increase in FY 1992 is primarily the result of filling out aviation and ship augmentation programs that were undermanned in FY 1991. The reserve Warships and ASW Forces manpower decrease in FY 1993 results from various force structure changes, including the deletion of one Reserve Light Airborne Multi-Purpose System (LAMPS) squadron, the Craft of Opportunity (COOP) program, active ship decommissionings, four reserve ASW maritime program squadrons, and the phased reduction junior unskilled positions.

In FY 1992 Amphibious Forces active manpower increases by +787 including +814 to Amphibious Assault Ships, -115 to Amphibious Tactical Support Units and +115 in Explosive Ordnance Disposal. In FY 1993 Amphibious Forces manpower decreases by -1379 including -1409 to Amphibious Assault Ships.

The Amphibious Forces reserve manpower decrease in FY 1993 reflects an overall reduction in augmentation requirements primarily associated with the phaseout of junior unskilled positions.

In FY 1992 Naval Support Forces active manpower increases +2938 with increments of +2962 in Support Forces, +112 in Fleet Logistic Support and +1106 in Underway Replenishment Ships. Decrements include -529 in Aircraft Intermediate Maintenance Depots, -278 in Minor Fleet Support Ships, and -281 in Shore Intermediate Maintenance Activities (SIMA). In FY 1993 active manpower decreases -2065 including -1686 in Underway Replenishment Ships, -110 in Minor Fleet Support Ships, -103 in Deep Submergence Systems, and -313 in SIMA, offset by +182 in Support Forces and +126 in Direct Support Squadrons/aircraft.

The Naval Support Forces reserve FY 1992 manpower decrease was brought about by strength reductions in the following areas: deletion of one Reserve Mobile Construction Battalion, reduction of junior unskilled positions, and active ship decommissionings. The FY 1993 reduction was caused by the elimination of an additional Construction Battalion, active ship decommissionings, and an overall reduction in augmentation for active components requirements.

The civilian manpower increase in the Naval Forces sub-category beginning in FY 1992 is due to the realignment of the Ship Repair Facilities from reimbursable end strength in the Support Installations sub-category to directly funded end strength under Naval Support Forces to better reflect the mission support. Decreases in FY 1993 reflect general reductions in ship maintenance inclosure of the repair facilities at Subic Bay.

#### 4. Mobility Forces Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	1.1	1.0	1.2
Reserve	1.3	1.8	1.6
<u>Civilian</u>	5.6	5.3	6.0

In FY 1992 active manpower decreases by -101 which includes -525 in Cargo, -277 in Military Sealift Command Area Headquarters and +849 in Transportation. In FY 1993 Mobility Forces manpower increases by +212 which reflects +212 in Transportation.

The reserve increase in FY 1992 reflects a combination of undermanning and personnel recalled for OPERATION DESERT STORM retained in an active status at the end of 1991 in the Military Sealift program.

Civilian manpower reductions in FY 1992 are due to the NEPTUNE being no longer manned and the T-AO 106, 143, 145, 146, 147, and 148 going offline. The increase in civilian end strength in FY 1993 reflects civilian manning of T-AGS 45; T-AGOS 22; T-AO 192, 199, and 202; and T-AFS 1, 2, and 3. These increases are partially offset by the MARSHFIELD and AUDACIOUS going offline.

#### C. Communications/Intelligence

##### 1. Intelligence Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	8.6	9.0	8.9
Reserve	4.3	5.0	4.6
<u>Civilian</u>	1.8	1.9	1.9

In FY 1992 active manpower increases by +359 which includes +227 in Cryptologic activities, -115 in Ocean Surveillance Information, and +101 in Atlantic Command GDIP Activities. In FY 1993 there are no major changes.

The increase in FY 1992 reserve manpower reflects undermanning in FY 1991. The FY 1993 decrease reflects phased reductions.

The FY 1992 civilian end strength increase is primarily for various GDIP programs.

2. Centrally Managed Communications Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	7.4	7.1	6.7
Reserve	1.5	1.5	1.4
<u>Civilian</u>	2.5	3.6	3.5

In FY 1992 active manpower decreases -297 primarily due to -328 in Navy Communications. In FY 1993 active manpower decreases -372 primarily due to -302 in Navy Communications.

The reserve experienced no significant change.

Increases in civilian end strength in FY 1992 are due to conversion of military communication specialist billets to civilian billets and a realignment from reimbursable end strength under the Central Logistics Support sub-category to direct funding under Communications to better reflect the mission supported.

D. Combat Installations Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	25.9	24.5	24.0
Reserve	9.7	8.6	8.0
<u>Civilian</u>	20.7	19.7	16.6

In FY 1992 active manpower decreases -1448 including -1453 in Base Operations, +170 in Maintenance and Repair Real Property, and -286 in Real Property Maintenance. In FY 1993 active manpower decreases -466 including -400 in Base Operations.

The FY 1992 reserve decrease was caused by overmanning of various programs in FY 1991 and the reduction of Full-time Support at various Reserve aviation Base Operations activities. The FY 1993 Reserve strength decrease reflects a reduction of the Reserve infrastructure.

The FY 1992 civilian end strength decrease is due primarily to the transfer of child care and family services positions from Base Operating Support to the Personnel Support category. The FY 1993 decrease is related to the operations phase-down of Naval Air Station South Weymouth and Naval Air Facility Detroit and the transfer of fleet accounting functions to OSD.

E. Force Support Training Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	15.1	14.8	14.7
Reserve	1.1	0.8	0.5
<u>Civilian</u>	1.6	1.5	1.5

In FY 1992 active manpower decreases -334 primarily due to +12 in Readiness Squadrons and -405 in Fleet Support Training. In FY 1993 active manpower decreases -121 primarily due to -183 in Readiness Squadrons.

The reserve decrease reflects the overall reduction of the Selected Reserve.

Civilian manpower reflects no significant change.

F. Medical Support Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	25.5	25.5	25.4
Reserve	17.1	15.4	13.3
<u>Civilian</u>	9.3	9.4	9.4

In FY 1992 active manpower increases +22 including -109 in Dental Care activities. There are no major changes in FY 1993.

The reserve manpower decrease in FY 1992 and FY 1993 reflects overmanning of medical officer positions in FY 1991 followed by a phased reduction to meet reduced requirements.

The civilian manpower increase in FY 1992 reflects the transfer of drug testing laboratories to OSD, offset by such DMR initiatives as third party collections, physician assistants, and health care finders.

G. Joint Activities

1. International Military Organizations Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	1.3	1.4	1.3
Reserve	0.2	0.2	0.2

There are no major manpower changes in FY 1992 or FY 1993.

2. Unified Commands Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	1.3	1.3	1.3
Reserve	0.7	0.7	0.6
<u>Civilian</u>	0.3	0.3	0.3

There are no major manpower changes in FY 1992 or FY 1993.

3. Federal Agency Support Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	1.1	1.2	1.2
Reserve	*	0.1	0.1

There are no major manpower changes in FY 1992 or FY 1993.

4. Joint Staff Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	0.3	0.3	0.3

There are no major manpower changes in FY 1992 or FY 1993.

5. OSD/Defense Agencies and Activities Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	4.9	5.9	6.0
Reserve	1.2	1.5	1.5
<u>Civilian</u>	3.0	3.0	2.9

\*Less than 50

In FY 1992 active manpower increases +1000 with +808 in Service Support to Defense Commissary Agency and +128 in Service Support to Special Operations Command. In FY 1993 active manpower increases +117 which includes +136 for Service Support to Special Operations Command.

There are no major reserve or civilian manpower changes in this category.

#### H. Central Logistics Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	5.9	6.1	6.4
Reserve	8.3	7.8	6.9
<u>Civilian</u>	153.9	143.8	132.0

In FY 1992 Supply Operations active manpower increases +560 including +289 in Distribution Depots and +221 in Supply Management. In FY 1993 manpower increases by +266 which includes +344 in Distribution Depots.

In FY 1992 Maintenance Operations active manpower decreases -477 which includes +1773 for Depot Maintenance, -255 in Naval Avionics facilities, -667 in ship maintenance, and -196 in Naval Ordnance. In FY 1993 manpower decreases by -101 which includes +173 in Maintenance Support and -208 in Depot Maintenance.

There are no major changes in active Logistics Support Operations manpower in FY 1992. In FY 1993 active manpower increases +204 primarily due to +209 in Logistics Support Activities.

The decrease in FY 1992 and FY 1993 reserve end strength is the result of reduced requirements in Maintenance Operations and Navy Supply activities.

Increases in civilian end strength in Supply Operations are due to the transfer of the Naval Supply Depots from PACFLT to the Naval Supply Systems Command. The decreases in civilian end strength in FY 1992 and FY 1993 reflect savings in the acquisition work force identified in DMR initiatives and reduced workload as a result of force structure reductions.

The decreases in civilian personnel in Maintenance Operations in FY 1992 and FY 1993 are predominantly in the Naval Shipyards (-6,500 in FY 1992 and -4,500 in FY 1993), which reflect requirements based on shipyard workload phasing. Other decreases are related to savings resulting from DMR initiatives including the consolidation of aviation depot maintenance.

An increase in civilian end strength in Logistics Support Operations (+1,500) occurs in FY 1992 because of the consolidation of DoD printing services under Navy. This increase is offset by the reductions related to the decreased level of support required for design services and contract administration for facility support that began in FY 1991.



## I. Service Management Headquarters

### 1. Combat Commands Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	2.6	2.6	2.6
Reserve	2.7	2.0	1.8
<u>Civilian</u>	0.7	0.7	0.6

There are no major changes to active or civilian manpower in FY 1992 and FY 1993. The Reserve manpower decrease is the result of overmanning in FY 1991 and reduced requirements.

### 2. Support Commands Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	2.8	2.7	2.6
Reserve	1.6	1.8	1.8
<u>Civilian</u>	6.4	6.1	5.9

In FY 1992 Support Commands manpower decreases by -191, which includes -125 in Management Headquarters (Departmental). There are no major changes in FY 1993.

Decreases in civilian manpower beginning in FY 1992 result from efficiency savings and downsizing of support functions related to reduced force structure.

## J. Research and Development/Geophysical Activities

### 1. Research and Development Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	5.3	5.7	5.3
Reserve	0.7	0.6	0.6
<u>Civilian</u>	37.3	35.4	33.2

In FY 1992 active manpower increases by +429 due to -3061 in R&D Labs, offset by +2285 in Facilities/Installation Support and +1147 in R&D Activities. In FY 1993 active manpower decreases -351 which includes -214 in R&D Activities.

Reserve manpower experienced no significant change.

Civilian manpower decreases in FY 1992 and FY 1993 are a result of savings achieved through research laboratory consolidations and reduced end strength requirements to support funded programs.

2. Geophysical Activities Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	2.0	1.9	1.8
Reserve	0.5	0.5	0.5
<u>Civilian</u>	1.2	1.3	1.3

In FY 1992 active manpower has no major changes. In FY 1993 active manpower decreases -133 due to -120 in Mapping and Charting.

There are no significant changes in reserve and civilian for FY 1992 or FY 1993.

K. Training and Personnel

1. Personnel Support Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	8.7	8.6	8.5
Reserve	2.3	2.1	1.7
<u>Civilian</u>	2.2	3.5	3.5

In FY 1992 active manpower decreases -25 due to -263 in Recruiting Activities and +247 in Family Service Centers. In FY 1993 active manpower decreases -160 including -128 in Recruiting Activities.

Reserve manpower was reduced commensurate with the overall reduction.

The civilian manpower requirement is affected by several factors. Decreases in FY 1992 relate to the transfer of Section Six Schools out of the Navy. There are increases in the number of child care providers and in the Family Advocacy Program, the major increase in this sub-category is caused by the transfer of existing child care and family services positions out of Base Operating Support in several of the DPPCs into Personnel Support beginning in FY 1992.

## 2. Individual Training Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	27.6	28.6	28.0
Reserve	0.8	0.6	0.7
<u>Civilian</u>	3.4	3.3	3.3

In FY 1992 active manpower increases +981 including -122 in Service Academies, -122 ROTC, +1545 in Other Flight Training, +212 Undergraduate Pilot Training, -328 in Education and Training Healthcare and -159 in Recruit Training Units. In FY 1993 active manpower decreases -554 due to -398 in General Skill Training and -114 in Recruit Training Units.

There are no significant changes in Reserve or Civilian manpower.

### L. Support Activities

#### 1. Support Installations Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	23.9	21.4	21.0
Reserve	6.1	6.7	6.2
<u>Civilian</u>	50.6	39.0	31.5

In FY 1992 active manpower decreases -2539 including +639 in Minor Construction, -1324 in Real Property Maintenance, -63 in Base Operations, +109 in Base Support, -263 in Information Automation, -223 in Navy Exchanges, and -813 in Commissary/Retail Sales. In FY 1993 manpower decreases -1216 including -1133 in Base Operations.

The reserve increase in FY 1992 is caused by the undermanning in FY 1991 of Full-time Support and drilling end strength in Base Operations Units. Reserve manpower was reduced in FY 1993 commensurate with the overall reduction.

Civilian decreases beginning in FY 1991 are the result of reductions in ship maintenance support and the decreased workload at the Navy Public Works Centers due to reduced customer funding. This is somewhat offset by the establishment of PWC Washington, D.C. and PWC Jacksonville as well as the expansion of several other PWC's in FY 1993 which transfers end strength from Base Operating Support in several DPPCs. Decreases in FY 1992 are the result of the transfer of commissary operations to OSD (-2,200). The major decreases are the result of the realignment of the Ship Repair Facilities from reimbursable end strength in this sub-category to direct funded end strength in the Naval Forces sub-category, and the transfer of the Naval Supply Depots to Supply Operations

sub-category beginning in FY 1992. Decreases in FY 1993 result from the closure of Subic Bay and the transfer of support activities accounting functions to OSD.

2. Centralized Support Activities Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	6.0	5.1	5.1
Reserve	1.8	1.6	1.6
<u>Civilian</u>	1.6	1.6	1.6

In FY 1992 active manpower decreases by -906 including +120 in Combat Development, -571 in DBOF Supply Operations, -385 in Personnel Administration, +174 in Information Services (Regional), and -252 in Service-wide Support. There are no significant changes in FY 1993.

Reserve and civilian manpower was reduced in FY 1992 to reflect a downward revision of requirements.

M. Individuals

1. Transients (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	25.8	23.4	23.2
Reserve	0.9	0.7	0.7

2. Patients, Prisoners, and Holdees (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	3.4	3.7	3.7
Reserve	*	*	*

\*Less than 50

3. Trainees and Students (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	60.4	58.2	58.2
Reserve	3.8	1.7	1.6

In FY 1992 active manpower decreases -2161, which includes +1037 in Readiness Squadrons, +153 in Service Academies +101 Officer Candidate/Training, -262 Other College Commissioning Programs, -390 Crypto Related Skill Training, -206 Undergraduate Navigator/NFO Training, +151 Other Flight Training, -729 Other Professional Education, and -1117 Education and Training (Health Care). There are no significant changes in FY 1993.

4. Cadets/Midshipmen (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	4.5	4.6	4.5

In FY 1992 there were no major changes. In FY 1993, there is a decrease of -100 in Midshipmen.

N. Undistributed Manpower (in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
<u>Military</u>			
Active	-	-3.4	-2.8
Reserve	-	*	*

\*Less than 50

## CHAPTER V

### MARINE CORPS MANPOWER REQUIREMENTS

#### I. INTRODUCTION

##### A. General

This chapter describes Total Force Marine Corps requirements for Active military, Reserve military, and Civilian manpower; presents the manpower levels requested for FY 1993; depicts manpower trends; discusses initiatives; and explains year-to-year changes.

Currently, the overriding manpower issue is to meet enduring missions with reduced end strength. Compared to FY 1991 end strength, the Active manpower request is reduced by 12.1K to 181.9K, the Reserve request by 6K to 38.9K, and the Civilian request by 2.1K to 17.1K. At the same time, the National Military Strategy calls for flexible, crisis response forces that can quickly react to regional tensions and instabilities. The challenge for manpower planners is to "build-down" the Marine Corps while meeting this continuing requirement for a maritime, expeditionary, force-in-readiness.

The Marine Force Structure Planning Group recently convened to address this issue for both Active and Reserve forces. They were tasked with a bottom-up approach to restructuring the Marine Corps based upon the military capabilities our Nation requires. No sweeping changes resulted from this study. Both components, however, will be modified to maximize warfighting capabilities within a constrained end strength. The revised force structure is centered around combined arms units called Marine Air-Ground Tasks Forces (MAGTFs). These MAGTFs are organized to meet crises across the spectrum of conflict--from humanitarian assistance operations in Bangladesh and Haiti to Marine Expeditionary Force (MEF) operations such as OPERATION DESERT SHIELD/STORM. Enhanced readiness, training and education, and joint operation capabilities are also among the highest priorities during this reorganization.

##### B. Wartime Manpower Requirements

Wartime manpower requirements are based on the total Marine Corps world-wide force structure and the number of additional personnel needed to replace estimated combat casualties. New planning scenarios together with Defense Planning Guidance for Fiscal Years 1994-1999 will be used to form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of the Marine Corps wartime manpower requirements.

##### C. Marine Corps Military Strength Request and Civilian Employment Plan

The Marine Corps selectively mans its authorized force structure to maximize combat capability, placing top priority on manning combat forces. Except in time of emergency e.g., during wartime, the active forces are manned at less than 100 percent of requirements and are scheduled to be

augmented by reassigning Active Component or pretrained manpower (Marine Corps Selected Reserve, Individual Ready Reserve, and Retirees). Fiscal constraints preclude full wartime manning of all units during peacetime.

The Marine Corps Active Component, Reserve Component, and civilian manpower for FY 1992 and FY 1993 is as follows:

Marine Corps Manpower Requirement  
(Strength in Thousands)

	<u>FY 92</u>	<u>FY 93</u>
Active Military	188.0	181.9
Marine Corps Selected Reserve	42.4	38.9
Civilian Manpower	17.9	17.1

The difference between peacetime manpower requirements and wartime demand for manpower is the requirement to man vacant FMF billets, augment supporting establishment (non-FMF) structure, and provide for casualty replacements. To meet the demand for wartime manpower, the Marine Corps will use all available assets: Active Component personnel, Marine Corps Selected Reserve, Individual Ready Reserve, Standby Reserve, Retirees, and non-prior service accessions.

D. Major Force Structure Changes

1. Active Component Structure Changes

Key changes to active force structure have been the subject of extensive study and review. These assessments carefully weighed current changes in the international security arena and fiscal constraints. Preserve the operational capabilities of Fleet Marine Forces was the highest priority. All programmed changes used the Total Force Policy guide to ensuring the most effective mix of Active, Reserve, and Civilian capabilities. Planned structure changes in the Active and Reserve Component also incorporated the considerable amount of information on weapon/equipment systems performance gleaned from "lessons learned" in OPERATION DESERT SHIELD/STORM.

a. Command Element. Adjustments in the Command Element are aimed at an increase in command and control through enhanced communication assets while reducing the overhead of headquarters units during peacetime. The new Surveillance, Reconnaissance and Intelligence Groups (SRIG) have all been activated. These units now provide the commander with a means for rapid collection and processing of information, designed for both joint and combined operations.

b. Ground Combat Element. The Ground Combat Element will reorganize and strive for maximum firepower within the smallest achievable amphibious footprint. Tank battalions will modernize to M1A1s while reorganizing into smaller platoons. The TOW companies of the tank battalion will reassign TOW sections to infantry battalions. A tank battalion will be deactivated. Artillery will reorganize into more streamlined regimental

headquarters and more versatile firing batteries. One artillery battalion will be deactivated. Reconnaissance battalions will be mounted in Light Armored Vehicles (LAVs) to enhance their mobility. An armoured assault battalion will also be deactivated.

c. Aviation Combat Element. The modernization of the Aviation Combat Element (ACE) continues with the transition of the A-6E squadrons to F/A-18D squadrons. F/A-18As will be replaced with F/A-18Cs. The planned acquisition of more AH-1Ws continues the replacement of older models and will also replace 25 percent of the UH-1 fleet. Two F/A-18 squadrons, an AV-8B squadron, and an OV-10 squadron will be deactivated in FY 1992. In FY 1993, an EA-6B squadron will transition from reserve to active and an additional OV-10 squadron will be deactivated.

d. Combat Service Support. The reductions in Combat Service Support forces will parallel those in the supported elements. Two landing support and two bridge support companies will be deactivated in FY 1993. Other reductions will be achieved through reduction of unit structure and the elimination of the Brigade Service Support Group headquarters.

## 2. Reserve Structure Changes

The Marine Corps Selected Reserve FY 1993 planned end strength is 38,900. This represents a decrease of 3,500 reservists from the FY 1992 authorization of 42,400. Reductions will include two attack squadrons which will complete the transition out of the A-4 aircraft. Structure adjustments include completion of the transition to the M1A1 tank in Reserve armor units. Additional reorganizations will be implemented to increase interoperability and mobilization support.

Reserve end strength requirements reflect assessments of Total Force capabilities against the national security requirements and decreased fiscal resources. Due to Active force reductions, an increased reliance on Reserve contributions can be expected. Increased priority has been given to Reserve missions and equipment interoperability. The Marine Corps Selected Reserve will be maintained at a high level of readiness to ensure rapid mobilization and availability. Reserve missions have been upgraded to ensure the active force is augmented with the necessary capabilities and functions lost due to reductions.

Programmed reductions in both the active and reserve forces have been carefully planned to maintain forward presence and crisis response capabilities. The ability to continue to provide forward deployed MAGTFs to the combatant CINCs requires sufficient active duty end strength to maintain forces to provide an adequate rotation base for these forces and to provide an acceptable quality of life for Marines and their families.



### 3. Manpower Requirement

#### Marine Corps Active Manpower Requirement (Strength in Thousands)

	<u>ACTUAL</u> <u>FY 91**</u>	<u>BUDGET</u> <u>FY 92</u>	<u>FY 93</u>
Strategic	*	*	*
Tactical/Mobility	123.7	114.7	109.1
Communications/Intelligence	1.0	0.9	0.9
Combat Installations	9.0	9.0	8.5
Force Support Training	2.7	3.4	3.4
Joint Activities	2.0	2.2	2.3
Central Logistics	0.9	0.9	0.8
Service Management Headquarters	1.6	1.5	1.4
Research and Development	0.9	0.9	0.9
Training and Personnel	13.7	13.2	13.0
Support Activities	12.9	12.6	12.2
Individuals	26.6	27.7	27.9
Undistributed	0.0	1.0	1.6
Total in the Budget	195.0	188.0	181.9

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Includes 960 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

#### Marine Corps Selected Reserve Manpower Requirement (Strength in Thousands)

	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Tactical/Mobility	39.1	36.7	34.1
Support Activities	.6	.6	.6
Individuals	3.1	3.8	3.2
IMA	1.2	1.3	1.0
Total in the Budget	44.0	42.4	38.9

\*Does not include 960 Selected Reserve personnel called to active duty in support of OPERATION DESERT SHIELD/STORM.

#### Marine Corps Civilian Manpower Requirement (Strength in Thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
Combat Installations	9.9	9.5	9.2
Force Support Training	0.1	0.1	*
Central Logistics	3.7	3.6	3.5
Service Management Headquarters	0.4	0.4	0.4
Training and Personnel	0.6	0.7	0.7
Support Activities	4.6	3.6	3.2
Total in the Budget	19.2	17.9	17.1

\*Less than 50

## E. Key Manpower Issues

### 1. Accomplishing the Mission

As mentioned in the introduction, the Marine Force Structure Planning Group has provided a logical "road map" for the drawdown and restructuring of personnel, units, and equipment. This revised force structure will ensure a Marine Corps that is ready, relevant, and capable. Through various recruiting, retention, training, and separation policies, we are already shaping our current inventory of Marines to match this structure.

End strength reductions, however, will incur some costs. Operational tempo (OPTEMPO), for instance, will be affected by the drawdown. With its current end strength the Marine Corps maintains a reasonable peacetime OPTEMPO with a Fleet Marine deployed 26 percent of the time. When joint and combined operations and exercises are included, OPS/PERS tempo increases to 43 percent. This pace of operations allows for a fair quality of life. The impact of increased OPTEMPO at lower end strength levels will be closely watched for its effect on morale, readiness, and retention.

### 2. A Quality Force

A second key issue is the impact of end strength reductions on the quality of the force. We are approaching this force reduction plan in a balanced and prudent way. Due to our earlier investment in high-quality, well-trained, career personnel, the majority of the reduction will be achieved by reducing new recruits -- essentially not replacing the losses that would naturally occur. We must keep recruiting activity high enough, however, to ensure we maintain our inflow of junior leaders. This means that part of the reduction plan must be accomplished by forcing some career Marines to leave. Selective early retirements will therefore be used in both the officer and enlisted force. No reductions in force are planned. Throughout, all policies are designed to recruit and retain the best Marines.

## II. SIGNIFICANT HIGHLIGHTS

### A. Active Component Military Manpower

#### 1. General

Marine Corps end strength for FY 1991 was 195,000. An end-strength of 188,000 is requested for FY 1992 and 181,900 for FY 1993.

#### 2. Programmed Manpower Structure, Programmed Manning, and End Strength

##### a. Programmed Manpower Structure and Programmed Manning

Programmed manning decreases in relation to force structure; Total Active Force Structure is manned at 90 percent. Table V-1 provides an overview of the changing relationship between programmed manpower

structure, programmed manning, and end strength, by officer, enlisted, and total manpower.

b. Readiness Assessment

Present readiness levels will be maintained or increased as structure adjustments keep pace with end strength reductions. On average, Fleet Marine Force units will be manned at 90 percent of wartime structure. Forward deployed and critical units will be manned higher.

Judicious use of the Selective Reenlistment Bonus (SRB), the Enlistment Bonus, and carefully designed retention policies will ensure critical skills are available. The Voluntary Separation Incentive (VSI) and Special Separation Benefit (SSB) will also ensure a balanced force in terms of seniority as well as skills.

Training and education will also remain a priority. Every Marine will continue to undergo rigorous field training upon entering the Corps. These Marines report to their first command ready for immediate deployment. This upfront investment in training reaped dividends during OPERATION DESERT SHIELD/STORM as Active and Reserve units met the call. Follow-on training and education will continue to emphasize realism, innovation, and initiative as Marines prepare for short notice conflicts in every "clime and place."

B. Reserve Component Military Manpower

The mission of the Marine Corps Reserve is to maintain highly trained units and qualified individuals available for active duty in time of war or national emergency. The Marine Corps Reserve is divided into three categories: the Ready Reserve, the Standby Reserve, and the Retired Reserve. The primary source of both units and individual manpower upon mobilization is the Ready Reserve, which consists of the Selected Marine Corps Reserve and the Individual Ready Reserve.

1. Ready Reserve

a. Marine Corps Selected Reserve

(1) General

Marine Corps Selected Reserve units taken together form a Division, Aircraft Wing, and Force Service Support Group. These units present a balance of combat, combat support, and combat service support forces similar to their active force counterparts.

Reorganization of the Selected Reserve throughout the FYDP will emphasize its role in augmenting and reinforcing the Active component as well as providing a reconstitution base. More Selected Reserve units will be devoted to meeting Active component shortfalls. Additionally, Reserve headquarters will be streamlined. Reserves will also be equipped with the same weapons and systems as the Active component.

**TABLE V-1**  
**ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING, AND END STRENGTH**  
**(Thousands)**

TOTAL AC MILITARY	FY 1991**		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	*	*	*	*	100	*	*	100
<b>TACTICAL MOBILITY</b>	131.1	123.7	126.2	114.7	91	123.5	109.1	88
Land Forces	104.3	96.9	103.0	93.8	91	101.2	89.0	88
Tactical Air Forces	26.2	26.3	22.7	20.5	90	21.8	19.7	90
Naval Forces	0.6	0.5	0.4	0.4	98	0.4	0.4	98
Warships and ASW	0.4	0.3	0.2	0.2	98	0.2	0.2	98
Amphibious Forces	0.2	0.2	0.2	0.2	98	0.2	0.2	98
Naval Support Forces	*	*	*	*	93	*	*	93
<b>COMMUNICATIONS/INTEL</b>	0.9	1.0	0.9	0.9	100	0.9	0.9	100
Intelligence	0.8	0.9	0.8	0.8	100	0.8	0.8	100
Centrally Managed Comm	0.1	0.1	0.1	0.1	100	0.1	0.1	100
<b>COMBAT INSTALLATIONS</b>	10.5	9.0	10.5	9.0	86	10.0	8.5	84
<b>FORCE SUPPORT TRAINING</b>	3.4	2.7	3.4	3.4	100	3.4	3.4	99
<b>JOINT ACTIVITIES</b>	2.2	2.0	2.2	2.2	99	2.3	2.3	99
Int'l Military Org	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Unified Commands	0.4	0.4	0.4	0.4	97	0.4	0.4	97
Federal Agency Support	1.5	1.3	1.5	1.5	100	1.5	1.5	100
Joint Staff	0.1	0.1	0.1	0.1	100	0.1	0.1	100
OSD/Defense Agencies	0.1	0.1	0.1	0.1	99	0.2	0.2	99
<b>CENTRAL LOGISTICS</b>	1.0	0.9	0.9	0.9	94	0.8	0.8	93
<b>SERVICE MANAGEMENT HQs</b>	1.6	1.6	1.6	1.5	97	1.5	1.4	97
Combat Commands	0.5	0.6	0.5	0.5	99	0.5	0.5	99
Support Commands	1.0	1.0	1.0	1.0	96	1.0	1.0	96
<b>RESEARCH AND DEVELOPMENT</b>								
Research and Development	1.0	0.9	1.0	0.9	95	0.9	0.9	95
<b>TRAINING AND PERSONNEL</b>	13.9	13.7	13.9	13.2	95	13.7	13.0	95
Personnel Support	4.7	4.8	4.7	4.5	96	4.7	4.6	97
Individual Training	9.2	8.9	9.2	8.7	95	9.0	8.4	94
<b>SUPPORT ACTIVITIES</b>	13.6	12.9	13.5	12.6	93	13.2	12.2	93
Support Installations	11.2	10.8	11.2	10.4	94	11.1	10.2	93
Centralized Support Act'y	2.4	2.1	2.4	2.2	93	2.2	2.0	92
<b>TOTAL PROGRAMMED MANNING</b>	179.0	168.4	174.1	159.4	92	170.3	152.4	90
<b>UNDISTRIBUTED</b>			1.0			1.6		
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		1.2		1.3			1.0	
<b>INDIVIDUALS</b>		26.6		27.7			27.9	
Transients		5.8		5.6			5.4	
Holdees		1.2		1.1			1.1	
Students		19.6		21.0			21.4	
<b>END STRENGTH IN THE BUDGET</b>		195.0		188.0			181.9	

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Includes 960 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE V-1A**  
**ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

AC OFFICERS	FY 1991**		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	*	*	*	*	100	*	*	100
<b>TACTICAL MOBILITY</b>	10.5	9.6	9.9	8.9	89	9.8	8.6	88
Land Forces	7.7	7.0	7.6	6.8	89	7.5	6.6	88
Tactical Air Forces	2.6	2.5	2.2	1.9	88	2.2	1.9	88
Naval Forces	0.1	0.1	0.1	0.1	98	0.1	0.1	98
Warships and ASW	0.1	*	*	*	96	*	*	96
Amphibious Forces	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Naval Support Forces	*	*	*	*	100	*	*	100
<b>COMMUNICATIONS/INTEL</b>	0.2	0.2	0.2	0.2	100	0.2	0.2	98
Intelligence	0.2	0.2	0.1	0.1	100	0.1	0.1	98
Centrally Managed Comm	*	*	*	*	100	*	*	100
<b>COMBAT INSTALLATIONS</b>	1.1	1.0	1.1	1.0	95	1.1	1.0	92
<b>FORCE SUPPORT TRAINING</b>	0.5	0.5	0.5	0.5	98	0.5	0.5	98
<b>JOINT ACTIVITIES</b>	0.5	0.5	0.5	0.5	100	0.6	0.6	100
Int'l Military Org	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Unified Commands	0.3	0.2	0.2	0.2	100	0.2	0.2	100
Federal Agency Support	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Joint Staff	*	*	*	*	100	0.1	0.1	100
OSD/Defense Agencies	0.1	0.1	0.1	0.1	100	0.1	0.1	100
<b>CENTRAL LOGISTICS</b>	0.2	0.2	0.2	0.2	98	0.2	0.2	98
<b>SERVICE MANAGEMENT HQs</b>	0.8	0.8	0.8	0.8	97	0.8	0.8	100
Combat Commands	0.2	0.2	0.2	0.2	99	0.2	0.2	99
Support Commands	0.6	0.6	0.6	0.6	96	0.6	0.6	96
<b>RESEARCH AND DEVELOPMENT</b>								
Research and Development	0.5	0.4	0.5	0.4	96	0.5	0.4	96
<b>TRAINING AND PERSONNEL</b>	1.9	1.8	1.9	1.9	97	1.9	1.8	95
Personnel Support	0.4	0.4	0.4	0.4	99	0.4	0.4	99
Individual Training	1.5	1.4	1.5	1.4	96	1.5	1.4	94
<b>SUPPORT ACTIVITIES</b>	1.3	1.3	1.3	1.3	97	1.3	1.2	96
Support Installations	0.7	0.7	0.7	0.7	98	0.7	0.7	97
Centralized Support Act'y	0.6	0.6	0.6	0.6	96	0.6	0.6	96
<b>TOTAL PROGRAMMED MANNING</b>	17.5	16.3	17.0	15.7	92	16.8	15.3	91
<b>UNDISTRIBUTED</b>				0.2			-0.1	
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		0.7		0.8			0.6	
<b>INDIVIDUALS</b>		3.6		3.2			3.2	
Transients		0.5		0.5			0.5	
Holderes		*		*			*	
Students		3.0		2.6			2.7	
<b>END STRENGTH IN THE BUDGET</b>		19.9		19.1			18.4	

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Includes 159 Selected Reserve Officers called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE V-1**  
**ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING, AND END STRENGTH**  
(Thousands)

TOTAL AC MILITARY	FY 1991**		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	*	*	*	*	100	*	*	100
<b>TACTICAL MOBILITY</b>	<b>131.1</b>	<b>123.7</b>	<b>126.2</b>	<b>114.7</b>	<b>91</b>	<b>123.5</b>	<b>109.1</b>	<b>88</b>
Land Forces	104.3	96.9	103.0	93.8	91	101.2	89.0	88
Tactical Air Forces	26.2	26.3	22.7	20.5	90	21.8	19.7	90
Naval Forces	0.6	0.5	0.4	0.4	98	0.4	0.4	98
Warships and ASW	0.4	0.3	0.2	0.2	98	0.2	0.2	98
Amphibious Forces	0.2	0.2	0.2	0.2	98	0.2	0.2	98
Naval Support Forces	*	*	*	*	93	*	*	93
<b>COMMUNICATIONS/INTEL</b>	<b>0.9</b>	<b>1.0</b>	<b>0.9</b>	<b>0.9</b>	<b>100</b>	<b>0.9</b>	<b>0.9</b>	<b>100</b>
Intelligence	0.8	0.9	0.8	0.8	100	0.8	0.8	100
Centrally Managed Comm	0.1	0.1	0.1	0.1	100	0.1	0.1	100
<b>COMBAT INSTALLATIONS</b>	<b>10.5</b>	<b>9.0</b>	<b>10.5</b>	<b>9.0</b>	<b>86</b>	<b>10.0</b>	<b>8.5</b>	<b>84</b>
<b>FORCE SUPPORT TRAINING</b>	<b>3.4</b>	<b>2.7</b>	<b>3.4</b>	<b>3.4</b>	<b>100</b>	<b>3.4</b>	<b>3.4</b>	<b>99</b>
<b>JOINT ACTIVITIES</b>	<b>2.2</b>	<b>2.0</b>	<b>2.2</b>	<b>2.2</b>	<b>99</b>	<b>2.3</b>	<b>2.3</b>	<b>99</b>
Int'l Military Org	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Unified Commands	0.4	0.4	0.4	0.4	97	0.4	0.4	97
Federal Agency Support	1.5	1.3	1.5	1.5	100	1.5	1.5	100
Joint Staff	0.1	0.1	0.1	0.1	100	0.1	0.1	100
OSD/Defense Agencies	0.1	0.1	0.1	0.1	99	0.2	0.2	99
<b>CENTRAL LOGISTICS</b>	<b>1.0</b>	<b>0.9</b>	<b>0.9</b>	<b>0.9</b>	<b>94</b>	<b>0.8</b>	<b>0.8</b>	<b>93</b>
<b>SERVICE MANAGEMENT HQs</b>	<b>1.6</b>	<b>1.6</b>	<b>1.6</b>	<b>1.5</b>	<b>97</b>	<b>1.5</b>	<b>1.4</b>	<b>97</b>
Combat Commands	0.5	0.6	0.5	0.5	99	0.5	0.5	99
Support Commands	1.0	1.0	1.0	1.0	96	1.0	1.0	96
<b>RESEARCH AND DEVELOPMENT</b>								
Research and Development	1.0	0.9	1.0	0.9	95	0.9	0.9	95
<b>TRAINING AND PERSONNEL</b>	<b>13.9</b>	<b>13.7</b>	<b>13.9</b>	<b>13.2</b>	<b>95</b>	<b>13.7</b>	<b>13.0</b>	<b>95</b>
Personnel Support	4.7	4.8	4.7	4.5	96	4.7	4.6	97
Individual Training	9.2	8.9	9.2	8.7	95	9.0	8.4	94
<b>SUPPORT ACTIVITIES</b>	<b>13.6</b>	<b>12.9</b>	<b>13.5</b>	<b>12.6</b>	<b>93</b>	<b>13.2</b>	<b>12.2</b>	<b>93</b>
Support Installations	11.2	10.8	11.2	10.4	94	11.1	10.2	93
Centralized Support Act'y	2.4	2.1	2.4	2.2	93	2.2	2.0	92
<b>TOTAL PROGRAMMED MANNING</b>	<b>179.0</b>	<b>168.4</b>	<b>174.1</b>	<b>159.4</b>	<b>92</b>	<b>170.3</b>	<b>152.4</b>	<b>90</b>
<b>UNDISTRIBUTED</b>				<b>1.0</b>			<b>1.6</b>	
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		<b>1.2</b>		<b>1.3</b>			<b>1.0</b>	
<b>INDIVIDUALS</b>		<b>26.6</b>		<b>27.7</b>			<b>27.9</b>	
Transients		5.8		5.6			5.4	
Holdees		1.2		1.1			1.1	
Students		19.6		21.0			21.4	
<b>END STRENGTH IN THE BUDGET</b>		<b>195.0</b>		<b>188.0</b>			<b>181.9</b>	

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Includes 960 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE V-1B**  
**ACTIVE MARINE CORPS PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING, AND END STRENGTH**  
**(Thousands)**

AC ENLISTED DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991**		FY 1992			FY 1993		
	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>								
Strategic Control and Surveillance Forces	*	*	*	*	100	*	*	100
<b>TACTICAL MOBILITY</b>	120.6	114.1	116.2	105.8	91	113.7	100.4	88
Land Forces	96.6	89.9	95.5	87.0	91	93.8	82.4	88
Tactical Air Forces	23.6	23.8	20.5	18.6	91	19.6	17.7	90
Naval Forces	0.4	0.4	0.3	0.3	97	0.3	0.3	97
Warships and ASW	0.3	0.3	0.1	0.1	99	0.1	0.1	99
Amphibious Forces	0.1	0.1	0.1	0.1	97	0.1	0.1	97
Naval Support Forces	*	*	*	*	92	*	*	92
<b>COMMUNICATIONS/INTEL</b>	0.7	0.8	0.7	0.7	100	0.7	0.7	100
Intelligence	0.7	0.7	0.7	0.7	100	0.7	0.7	100
Centrally Managed Comm	*	*	*	*	100	*	*	100
<b>COMBAT INSTALLATIONS</b>	9.4	8.0	9.4	8.0	85	9.0	7.5	84
<b>FORCE SUPPORT TRAINING</b>	2.9	2.2	2.9	2.9	100	2.9	2.9	100
<b>JOINT ACTIVITIES</b>	1.6	1.5	1.7	1.6	99	1.7	1.7	99
Int'l Military Org	*	*	*	*	100	*	*	100
Unified Commands	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Federal Agency Support	1.5	1.3	1.5	1.5	100	1.5	1.5	100
Joint Staff	*	*	*	*	100	*	*	100
OSD/Defense Agencies	*	*	*	*	98	0.1	0.1	99
<b>CENTRAL LOGISTICS</b>	0.8	0.7	0.7	0.7	93	0.6	0.6	91
<b>SERVICE MANAGEMENT HQs</b>	0.7	0.8	0.7	0.7	98	0.6	0.6	98
Combat Commands	0.3	0.4	0.3	0.3	100	0.2	0.2	100
Support Commands	0.4	0.4	0.4	0.4	96	0.4	0.4	96
<b>RESEARCH AND DEVELOPMENT</b>								
Research and Development	0.5	0.5	0.5	0.5	95	0.5	0.5	95
<b>TRAINING AND PERSONNEL</b>	12.0	11.8	12.0	11.4	95	11.8	11.2	95
Personnel Support	4.3	4.4	4.3	4.1	96	4.3	4.1	97
Individual Training	7.7	7.5	7.7	7.3	94	7.6	7.1	94
<b>SUPPORT ACTIVITIES</b>	12.2	11.6	12.2	11.4	93	11.9	11.0	92
Support Installations	10.5	10.1	10.5	9.8	93	10.4	9.6	92
Centralized Support Act'y	1.7	1.5	1.7	1.6	91	1.5	1.4	90
<b>TOTAL PROGRAMMED MANNING</b>	161.5	152.1	157.1	143.7	91	153.5	137.1	89
<b>UNDISTRIBUTED</b>				0.8			1.7	
<b>INDIVIDUAL MOBILIZATION AUGMENTEES</b>		0.5		0.5			0.4	
<b>INDIVIDUALS</b>		23.0		24.5			24.6	
Transients		5.3		5.1			4.9	
Holdees		1.1		1.1			1.1	
Students		16.6		18.3			18.7	
<b>END STRENGTH IN THE BUDGET</b>		175.1		168.9			163.5	

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Includes 801 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

End Strength (2) Programmed Manpower Structure, Programmed Manning, and

(a) Programmed Manpower Structure and Programmed Manning. Table V-2 provides an overview of the changing relationship between the programmed manpower structure and programmed manning.

(b) Trained in Unit Strength. The following table reflects trained in unit strength for the Marine Corps Selected Reserve.

MARINE CORPS SELECTED RESERVE TRAINED IN UNIT STRENGTH  
(in Thousands)

	<u>FY 1991*</u>	<u>FY 1992</u>	<u>FY 1993</u>
End Strength	44.0	42.4	38.9
-Training Pipeline	3.1	3.8	3.2
-IMAs	1.2	1.3	1.0
Operating Strength	39.7	37.3	34.7
-Non-Unit Personnel	0.6	0.6	0.6
+Unit AC Personnel	5.2	4.5	4.4
Trained Unit Strength	44.3	41.2	38.5
Structure Requirement (Wartime)	45.3	44.6	41.7
-Non-Unit Structure	0.6	0.6	0.6
Wartime Unit Structure	44.7	44.0	41.1
% Trained in Units	99.1%	93.6%	93.7%

NOTE: Structure requirement (wartime) and wartime unit structure numbers include active component structure in the tactical air forces.

\*Does not include 960 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

(3) Selected Reserve Readiness Assessment

From a manpower perspective, the combat capability of the Selected Reserve has consistently improved since 1980. As end strength reductions continue, skill and specialty matches will increase within units. Recruitment for both non-prior and prior service Marines by skill and specialty will help resolve these imbalances and increase readiness.



**TABLE V-2**  
**MARINE CORPS SELECTED RESERVE PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

TOTAL USMCR MILITARY DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<u>TACTICAL/MOBILITY</u>	<u>38.1</u>	<u>39.1</u>	<u>41.4</u>	<u>36.7</u>	<u>89</u>	<u>37.6</u>	<u>34.1</u>	<u>91</u>
Land Forces	29.0	30.6	30.6	28.0	92	27.3	25.6	94
Tactical Air Forces	9.1	8.5	10.8	8.7	81	10.3	8.5	83
<u>SUPPORT ACTIVITIES</u>								
Central Support Act'y	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>	<u>100</u>	<u>0.6</u>	<u>0.6</u>	<u>100</u>
<u>TOTAL PROGRAMMED MANNING</u>	<u>38.7</u>	<u>39.7</u>	<u>42.0</u>	<u>37.3</u>	<u>89</u>	<u>38.2</u>	<u>34.7</u>	<u>91</u>
<u>INDIVIDUAL MOBILIZATION</u>								
<u>AUGMENTEES</u>		<u>1.2</u>		<u>1.3</u>			<u>1.0</u>	
<u>INDIVIDUALS</u>		<u>3.1</u>		<u>3.8</u>			<u>3.2</u>	
<u>END STRENGTH IN THE BUDGET</u>		<u>44.0</u>		<u>42.4</u>			<u>38.9</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 960 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE V-2A**  
**MARINE CORPS SELECTED RESERVE PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

USMCR OFFICERS DEFENSE PLANNING AND PROGRAMMING CATEGORIES	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<u>TACTICAL/MOBILITY</u>	<u>2.9</u>	<u>2.4</u>	<u>3.2</u>	<u>2.7</u>	<u>84</u>	<u>3.0</u>	<u>2.7</u>	<u>90</u>
Land Forces	1.7	1.5	1.9	1.6	84	1.8	1.6	89
Tactical Air Forces	1.2	0.9	1.3	1.1	85	1.2	1.1	92
<u>SUPPORT ACTIVITIES</u>								
Central Support Act'y	<u>0.1</u>	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>
<u>TOTAL PROGRAMMED MANNING</u>	<u>3.0</u>	<u>2.6</u>	<u>3.4</u>	<u>2.9</u>	<u>85</u>	<u>3.2</u>	<u>2.9</u>	<u>91</u>
<u>INDIVIDUAL MOBILIZATION</u>								
<u>AUGMENTEES</u>		<u>0.7</u>		<u>0.8</u>			<u>0.6</u>	
<u>END STRENGTH IN THE BUDGET</u>		<u>3.3</u>		<u>3.6</u>			<u>3.5</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 159 Selected Reserve officers called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE V-2B**  
**MARINE CORPS SELECTED RESERVE PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(Thousands)**

USMCR ENLISTED	<u>FY 1991*</u>		<u>FY 1992</u>			<u>FY 1993</u>		
<u>DEFENSE PLANNING AND</u> <u>PROGRAMMING CATEGORIES</u>	<u>AUTH</u>	<u>INV</u>	<u>RQMT</u>	<u>AUTH</u>	<u>%</u> <u>MNG</u>	<u>RQMT</u>	<u>AUTH</u>	<u>%</u> <u>MNG</u>
<u>TACTICAL/MOBILITY</u>	<u>35.2</u>	<u>36.7</u>	<u>38.2</u>	<u>34.0</u>	<u>89</u>	<u>34.6</u>	<u>31.4</u>	<u>88</u>
Land Forces	27.3	29.1	28.7	26.4	92	25.5	24.0	91
Tactical Air Forces	7.9	7.6	9.5	7.6	80	9.1	7.4	81
<u>SUPPORT ACTIVITIES</u>								
Central Support Act'y	<u>0.5</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>
<u>TOTAL PROGRAMMED MANNING</u>	<u>35.7</u>	<u>37.1</u>	<u>38.6</u>	<u>34.4</u>	<u>89</u>	<u>35.0</u>	<u>31.8</u>	<u>91</u>
<u>INDIVIDUAL MOBILIZATION</u> <u>AUGMENTEES</u>		<u>0.5</u>		<u>0.5</u>			<u>0.4</u>	
<u>INDIVIDUALS</u>		<u>3.1</u>		<u>3.8</u>			<u>3.2</u>	
<u>END STRENGTH IN THE BUDGET</u>		<u>40.7</u>		<u>38.8</u>			<u>35.4</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 801 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

(4) Other

The Marine Corps Selected Reserve is authorized an end strength of 42,400 in FY 1992 and requests 38,900 in FY 1993. Despite the decline, these end strengths will provide sufficient personnel to ensure Reserve units report to Station of Initial Assignment with above 90 percent of their wartime manning through FY 1993, maintain a training pipeline, and maintain ancillary mobilization manpower requirements.

(5) Individual Mobilization Augmentees (IMA)

IMAs are used to provide individual, pre-trained reservists to fill critical wartime billets within 24 hours after the appropriate recall authority is invoked.

Individual Mobilization Augmentees  
(In Thousands)

<u>Drills</u> <sup>1/</sup>	<u>FY 91</u> (Actual)	<u>FY 92</u> (Goal)	<u>FY 93</u> (Goal)
(48)	1.2	1.3	1.0
(24)	*	*	*
(32)	*	*	*
TOTAL	1.2	1.3	1.0

\*Less than 50

<sup>1/</sup> IMAs listed in this table serve two weeks of active duty a year plus the number of drills shown in parentheses. They are paid for all active duty and for all drills.

(6) Full-Time Support Program (FTS)

FTS Reservists contribute to mobilization readiness and accomplishment of the Reserve mission. They are qualified Marine reservists on active duty for periods of two to four years to support the Marine Corps Reserve. Their knowledge and efforts assist the active forces in administering the policies and regulations affecting the Reserve component, as well as in the organization and administration of recruiting, instructing, and/or training the Reserve component.

Full-Time Support Personnel  
(In Thousands)

	<u>FY 91</u> (Actual)	<u>FY 92</u> (Goal)	<u>FY 93</u> (Goal)
Reserve (AGR)	2.3	2.3	2.1
Civilian	0.3	0.3	0.3
Active Duty	5.2	4.5	4.4
Total	7.8	7.1	6.8

b. Individual Ready Reserve (IRR)

The IRR consists of members of the Ready Reserve who have no mandatory training requirement. The IRR provides pre-trained Marines to fill shortfalls in Active Operating Forces and Reserve units, and also provide for the expansion of the supporting base, as necessary, to meet wartime contingency requirements.

Individual Ready Reserve  
(In Thousands)

<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
50.4	69.8	69.9

c. Marine Corps Reserve Personnel on Active Duty for Training in Excess of 180 Days

The Marine Corps did not have any Reserve personnel on active duty for training in excess of 180 days in FY 1991, nor are any programmed for FY 1992 or FY 1993.

C. Civilian Manpower

1. General

In compliance with congressional guidance, the Marine Corps will continue to reduce civilian manpower from 19.4K in FY 1991 to 17.1K in FY 1993. The magnitude of these reductions prevent operations based on "business as usual." The Marine Corps is therefore developing new methods to balance critical workload requirements and the available workforce. Such initiatives as the Manpower Requirements Assessment Survey (MRAS) will allow the Marine Corps to develop the most efficient and effective civilian workforce possible. These civilians provide vital support to Marine Corps operating forces and are a key to readiness. Table V-3 presents the civilian program by DPPC.

2. Major Civilian Manpower Changes

The Marine Corps civilian manpower requirements are in transition for a combination of reasons:

- Congressionally mandated management headquarters reductions.
- Management efficiencies achieved through Defense Management Report (DMR) initiatives such as the consolidation of accounting and finance operations and the streamlining of Automated Data Processing Operations and Design Centers under new Defense Agencies.
- The civilianization of military billets that do not require a Marine. (During FY 1992 to FY 1993, 200 Industrial Fund billets will be civilianized).
- The impact of active force reductions. (Support missions must be accomplished with a reduced and changing mix of Marines and civilians.)

TABLE V-3  
MARINE CORPS CIVILIAN PROGRAMMED MANPOWER  
(Direct and Indirect Hire End Strength in Thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
	<u>INV</u>	<u>AUTH</u>	<u>AUTH</u>
<u>COMBAT INSTALLATIONS</u>	<u>9.9</u>	<u>9.5</u>	<u>9.2</u>
<u>FORCE SUPPORT TRAINING</u>	<u>0.1</u>	<u>0.1</u>	<u>*</u>
<u>CENTRAL LOGISTICS</u>	<u>3.7</u>	<u>3.6</u>	<u>3.5</u>
<u>SERVICE MANAGEMENT HQs</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>
Combat Commands	<u>*</u>	<u>*</u>	<u>*</u>
Support Commands	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>
<u>TRAINING AND PERSONNEL</u>	<u>0.6</u>	<u>0.7</u>	<u>0.7</u>
Personnel Support	<u>0.3</u>	<u>0.4</u>	<u>0.4</u>
Individual Training	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
<u>SUPPORT ACTIVITIES</u>	<u>4.6</u>	<u>3.6</u>	<u>3.2</u>
Support Installations	<u>3.6</u>	<u>2.6</u>	<u>2.4</u>
Centralized Support Act'y	<u>1.0</u>	<u>1.0</u>	<u>0.8</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>19.2</u>	<u>17.9</u>	<u>17.1</u>

\*Less than 50

Centralized management efficiencies such as the DMR are complemented by the efforts of base, depot, and air station commanders. These commanders are free, through management-to-payroll, to determine the number of civilians they require under a given budget. This latitude allows the commander to make the most efficient resource trade-offs.

### 3. Civilian Manpower Management

Removal of statutory civilian personnel end-of-year ceilings permits Marine Corps activities to adjust their work force to workload fluctuations, allowing high priority requirements to be met while maintaining scheduled production on routine workload.

#### D. Manpower Management Improvements

##### 1. Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) Program

During FY 1992, the Marine Corps instituted the VSI/SSB program in order to rectify grade and skill imbalances. This program will also benefit promotion flows. The scope of FY 1993's program depends on the number of Marines volunteering for VSI/SSB in FY 1992 and the size of FY 1993's grade and skill mismatches.

Currently, VSI/SSB provides a choice of financial incentives to selected quality career Marines who may be affected by recent downsizing and restructuring decisions. Participation in the program is voluntary. The FY 1992 program is limited to 265 officers and 700 enlisted Marines in designated grades and skills. These readjustment benefits complement our current force management policies, thereby tightening the fit between our projected inventory of Marines and revised force structure.

## 2. Enlisted Force Management

Enlisted Career Force Controls remain the mainstay of enlisted force management during FY 1992. Enlisted Career Force Controls are a comprehensive manpower management program designed to provide Marines with the correct grades and skills to commanders, as well as equitable promotion opportunity and tempo across all Marine Corps skills. The program involves shaping of the grade structure in order to provide structural equitability and to control the flow of Marines into the Career Force Grade Structure. By controlling the demand (Grade Structure) and the supply (Marines with greater than 4 YOS), promotion equitability will result.

In early FY 1992 significant refinements to the Enlisted Career Force Controls included transitioning to an up-or-out promotion policy for enlisted members and the establishment of variable promotion opportunities dependent upon individual skill promotion tempo. These refinements enhance the ability to ensure the time-in-service goals for each grade are met, which means individual Marines are assured an equitable opportunity to progress through the ranks. The Enlisted Selective Early Retirement Board (ESERB) held during FY 1991 helped to reduce selected overages within grade/skill cells in the retirement-eligible population. The Marine Corps expects to conduct an ESERB during FY 1992 based upon reduced requirements for senior enlisted Marines.

## 3. Officer Force Management

The FY 1991 Defense Authorization Act mandated a steep reduction in military manpower during the period through FY 1995. To encourage early voluntary retirements, Congress authorized a limited number of officers to retire in grade following two (rather than the normally required three) years in grade. As many officers as possible will be permitted to retire under that provision. Congress also enhanced the ability of the Services to effect involuntary reductions through an amendment to DOPMA which provides additional officer management flexibility. Among the provisions within the amendment was expanded selective early retirement (SER) authority. The Marine Corps will employ the expanded SER authority in FY 1992 and FY 1993. Other key elements of the plan to reduce officer end strength include reduced accessions and reduced augmentation.

In FY 1992, approximately 50 colonels and 75 lieutenant colonels will be selected for SER. Despite having the authority to consider for SER colonels who have two years in grade, only those colonels who have had at least one opportunity for promotion to brigadier general and who are not on a selection list for promotion will be considered. Similarly, those lieutenant colonels who have had at least one opportunity for promotion to colonel and who are not on a selection list for promotion will also be considered for SER. In each case, approximately 17 percent

of those officers in the eligible zone will be selected for SER. Currently, plans call for maintaining the SER numbers at 50 colonels and 75 lieutenant colonels in FY 1993. Eligible officers will be annually reconsidered for SER.

Another element of the officer drawdown includes reduced accessions. The Marine Corps plans to reduce accessions by approximately 350 officers in FY 1992 and 400 officers in FY 1993.

The final aspect of the reduction strategy will be to increase the separation of Reserve officers by augmenting to the FY 1997 end strength targets. This will result in the separation of approximately 100 more Reserve officers in FY 1992 and FY 1993 than would otherwise have been necessary.

#### 4. Quality of Life

For a number of years the Marine Corps has recognized the significant relationship between the readiness of Marines and family readiness and support activities. However, during the past year this belief has been reinforced tenfold. The impact of OPERATION DESERT SHIELD/STORM on Marine Corps families was tremendous, but those families contributed immensely to the success of the operation through their support to the troops. To support Marine families the Marine Corps took many initiatives. Of note were Family Service Centers (FSCs), many of which went to a 24-hour operation and expanded services to meet the needs of both active and reserve Marine Corps families. Based on these experiences, family support programs were updated throughout the Marine Corps.

#### 5. Recruiting

Level load recruiting attempts to smooth out the cyclical flow of recruits into the training pipeline. Prior to level load, the training establishment surged to meet the large number of summer recruits. In the winter, this capacity was underused. By smoothing out the recruiting flows, efficiencies are gained in entry-level schools. While cheaper in terms of training dollars, level load causes a slightly more expensive accession pattern. Additional demands are also placed on the recruiting force as they try to adjust a naturally cyclical process. Fiscal, marketing, and recruiting constraints prevent a perfectly level recruiting flow.

#### 6. Management Information

The Marine Corps has initiated a plan to create a Total Force System. The current manpower and pay information systems for the Marine Corps, Marine Corps Reserve, and Marine Corps Recruit Management will be consolidated into a single system. The first increment of this system has been implemented and will be completed in phases over three years. The system will enhance overall force readiness and reduce organizational turbulence when Marine Corps Reserve units are mobilized.

During 1992 the Marine Corps continued to implement a new Table of Manpower Requirements System. The T/MR supports the development, validation, and publication of Marine Corps Tables of Organization (T/O). Although a T/MR system has existed since the mid 1970s, the new system

will provide planners with capabilities not previously available. The system will provide online development and staffing of T/O change requests and better methods of tracking and identifying inconsistencies.

Development of the Enlisted Planning System (EPS) will proceed through 1994. EPS is a set of tools designed to assist enlisted planners in developing and monitoring the execution of plans. It will improve the Marine Corps' ability to plan accessions and training, shape the force, and manage end strength.

In addition to management actions that improve tour stability and support unit deployments, models dedicated to providing by-grade projections in specific skill areas and management of the career force are improving enlisted force management. The Marine Corps has begun work on other models that will support the same goals for the officer force and extend their capability to manage the mobilization force.

#### 7. Conversion of Unaccompanied Billets

The Marine Corps continues to convert unaccompanied tours to three year accompanied tours as part of the Accompanied Tours WestPac Program. This reduces turbulence and increases tour stability and unit cohesion in the Western Pacific commands. Savings in overall costs of transients and permanent change of station (PCS) moves are also realized as a result of this program. The current plan converts 271 billets in FY 1992, 270 billets in FY 1993, and 129 billets in FY 1994. This plan will result in a total of approximately 3,700 accompanied tours by the end of FY 1994.

#### 8. Unit Deployment Program

The Unit Deployment Program (UDP) provides virtually all of the combat and combat support units to the Fleet Marine Forces in the Western Pacific. These include infantry battalions, artillery batteries, light armored infantry and assault amphibian companies, and all tactical fixed and rotary wing aircraft squadrons/detachments. The UDP permits Marines assigned to these units to be homebased in CONUS or Hawaii while deploying for approximately six months to WestPac. The primary purpose of UDP is to reduce the personnel turbulence associated with 12-month unaccompanied tours in WestPac and to sustain maximum uniform readiness of tactical units throughout the Marine Corps.

Since implementing the UDP, the Marine Corps has realized several significant benefits. Marines are now stabilized in the same tactical units for up to three years. This situation has not only strengthened unit cohesion but has enhanced continuity of training and given Marine operational forces a more expeditionary posture. All of these benefits together have increased combat readiness.

The Marine Corps was able to continue UDP during OPERATION DESERT SHIELD/STORM with reduced unit participation but will resume full execution by the start of FY 1992. Force structure reduction decisions may require modifications to the way UDP is implemented in the future. Nevertheless, the Marine Corps will continue to make maximum use of this successful and beneficial program for manning forces in the Western Pacific.



### 9. Requirements Determination

The Marine Corps is developing a process known as the Manpower Requirements Assessment Survey (MRAS). MRAS is a structured program that is designed to bring into balance workload and available work force. As a result of current manpower reductions there are occurrences where the available work force is not able to perform all of the work requirements to a level of acceptable quality. The starting date for MRAS is mid-January 1992 and it will take approximately 24 months to complete.

### 10. Total Quality Leadership

The Marine Corps has adopted the concepts and philosophies of Total Quality Leadership (TQL) as an approach to more effectively use its limited resources. It is a shift from the traditional ways of doing business to one that emphasizes a commitment to quality, the involvement of all employees, and a focus on the customer. TQL emphasizes the responsibilities of leadership, and integrates process improvement methods with new methods for leading people.

The implementation of this quality-focused approach has provided the Marine Corps with a strategy for continually improving its performance at every level and in all areas. The application of TQL will continue to expand until it is a part of every Marine's and Marine Corps civilian's approach to performing their daily functions.

## III. MARINE CORPS PROGRAMMED MANPOWER BY DPPC

### A. Tactical/Mobility Forces

Marine Corps tactical and mobility forces include land forces, tactical air forces, and naval forces. About 109,100 Marines (60 percent of the Corps) will be in this category in FY 1993. Tactical and mobility units are all rapidly deployable and intended to operate in the combat theater. Only military personnel are included in these units.

With the exception of Reserves filling Individual Mobilization Augmentation billets, undergoing initial active duty for training, or serving on full-time active duty, the entire Selected Reserve contributes to tactical and mobility forces.

#### 1. Land Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	96.9	93.8	89.0
Reserve	30.6	28.0	25.6

FY 1992 force structure actions include:

Deactivation - an artillery battalion, an armored assault battalion, a tank battalion, and the equivalent of one OV-10 squadron.

Reorganization/Consolidation - Artillery battalions and regimental headquarters.

FY 1993 force structure actions include:

Deactivation - 2 landing support and two bridge support companies, 1 OV-10 squadron.

Reorganization/Consolidation - Low Altitude Air Defense (LAAD) Battalions, Light Anti-Air Missile (LAAM) Battalions, Brigade Service Support Group Headquarters.

2. Tactical Air Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	26.3	20.5	19.7
Reserve	8.5	8.7	8.5

FY 1992 force structure actions include:

Deactivation - 2 Marine fighter attack squadrons, an attack squadron, 2 reserve attack squadrons.

Reorganization/Consolidation - Marine electronic warfare squadrons.

FY 1993 force structure actions include:

Deactivation - a Marine Aircraft Group, an aviation logistics squadron, a Marine Wing Support Squadron, and elements of aviation command and control.

Reorganization/Consolidation - the transition of a Marine electronic warfare squadron from reserve to active.

3. Naval Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.5	0.4	0.4

The Marine Corps request for naval forces includes Marines assigned to ships' detachments (except those assigned to aircraft carriers which are included in tactical air forces), security detachments aboard submarine tenders and missile support ships, and Marine Corps staff billets for Navy operational and amphibious commands and ships. In FY 1993, a Marine Carrier detachment will be deactivated.

B. Communications/Intelligence

1. Intelligence Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.9	0.8	0.8

Marine support to the national intelligence effort is reduced by approximately 100 Marines by FY 1993. The bulk of this reduction comes from cryptologic activities.

2. Centrally Managed Communications Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.1	0.1	0.1

C. Combat Installations

Marines in this category are assigned to bases and stations that provide support to the Fleet Marine Force Units assigned. The type of support provided includes maintenance, communications audiovisual, and administrative support. Civilians in this category reinforce capabilities that directly affect the readiness and sustainability of Marine Corps operating forces and support safety and quality of life functions.

Combat Installations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	9.0	9.0	8.5
<u>Civilian</u>	9.9	9.5	9.2

The Marine Corps determines manpower requirements for base operating support-combat installations using a fixed and variable support concept. Only the fixed portion is presently included in the base operating support manpower request. The fixed portion consists of the functions and services that are required because of the existence of the base, apart from the Fleet Marine Force units that are located there. Examples of these functions are road maintenance and repair, utilities operations, and sewage disposal. The variable support portion of the manpower requirement results directly from the presence of the tenant units. To the extent feasible, the tenant unit provides augmentation to the base under agreements between local commanders and monitored and approved by Headquarters Marine Corps. This system, which enables a percentage of the Marines assigned to augmentation duties to maintain their military skills in a garrison status prior to deployment, significantly reduces the manpower assigned to base operating support-combat installations.

The Marine Corps constantly reviews the requirement for base operating support manpower at all combat installations. All support functions are reviewed periodically to determine if economies can be achieved by changing the method of performance from in-house to contract (and vice versa), consistent with military readiness requirements. Organizations, functions performed, and services provided are evaluated to determine manpower staffing requirements. Once the functions to be performed are determined and a work measurement system devised, staffing becomes a matter of deciding the level of support or service that will be furnished. These manpower requirements determination reviews will improve support organizations by consolidating duplicate functions, improving staffing efficiency, and eliminating dual staffing requirements, thereby releasing manpower resources for reallocation into areas of more critical need.

#### D. Force Support Training

Force support training units train newly designated aviators and flight officers in combat aircraft prior to their assignment to operational squadrons and provide standardized training to other aviation personnel. In addition, designated units within the Marine Corps combat readiness training group are tasked with providing wartime interceptor support for the Continental Air Defense Command. The manpower requirements are based on the projected student load and the need to provide instructors, maintain aircraft, and perform the air defense mission. This category also includes manpower to support the Marine Corps Institute which provides military skill training to individual Marines through correspondence courses. It also includes instructor personnel for unit training at the Mountain Warfare Training Center, in Bridgeport, CA.

<u>Force Support Training Manpower (in thousands)</u>			
	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	2.7	3.4	3.4
<u>Civilian</u>	.1	.1	*

\*Less than 50

The bulk of this manpower is devoted to instructors and staffs at training squadrons. At the end of FY 1991, these units were temporarily understaffed due to seasonal manning fluctuations and residual support to OPERATION DESERT SHIELD/STORM.

#### E. Joint Activities

##### 1. International Military Organizations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.1	0.1	0.1

2. Unified Commands Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.4	0.4	0.4

3. Federal Support Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	1.3	1.5	1.5

4. Joint Staff Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.1	0.1	0.1

5. OSD/Defense Agencies and Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.1	0.1	0.2

Increases in this category are due to DoD-wide consolidations, the largest of which is the establishment of the Defense Finance and Accounting Service (DFAS).

F. Central Logistics Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.9	0.9	0.8
<u>Civilian</u>	3.7	3.6	3.5

Military reductions are due to the civilianization of billets in the Marine Corps Industrial Fund. Civilian reductions are due to Defense Management Review streamlining of logistic and acquisition functions-- primarily at Marine Corps Logistics Bases Albany and Barstow.

G. Service Management Headquarters

Since the Goldwater-Nichols DoD Reorganization Act of 1986, the Marine Corps has aggressively pursued management headquarters reductions

and efficiencies. From FY 1986 to 1990, headquarters were reduced by over 10 percent. In compliance with current legislation, these activities are reduced an additional 13 percent from FY 1991 to 1993. The reduction plan includes reorganizing Fleet Marine Force Headquarters, streamlining Service headquarters, and consolidating Dod-wide management functions.

1. Combat Commands Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.6	0.5	0.5
<u>Civilian</u>	*	*	*

\*Less than 50

2. Support Commands Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	1.0	1.0	1.0
<u>Civilian</u>	0.4	0.4	0.4

H. Research and Development Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0.9	0.9	0.9

I. Training and Personnel

1. Personnel Support Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	4.8	4.5	4.6
<u>Civilian</u>	0.3	0.4	0.4

Recruiting cuts, commensurate with reduced recruiting missions, account for the bulk of these reductions.

2. Individual Training Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	8.9	8.7	8.4
<u>Civilian</u>	0.3	0.3	0.3

Individual Training is reduced to take into account the reduced training loads associated with a smaller force and reduced accessions.

J. Support Activities

1. Support Installations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	10.8	10.4	10.2
<u>Civilian</u>	3.6	2.6	2.4

Horizontal military reductions are taken at Marine Corps Logistics Bases, Real Property Maintenance Activities, Recruit Depots, and the Marine Corps Combat Development Command. The remaining 339 cuts are from Marine Corps Security Force deactivations. Civilian reductions are due to DoD-wide consolidations of dependent schools, navy personnel offices, and commissaries. Across-the-board reductions account for the rest of the civilian reductions.

2. Centralized Support Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	2.1	2.2	2.0
Reserve Components	0.6	0.6	0.6
<u>Civilian</u>	1.0	1.0	0.8

Active and civilian reductions reflect the DoD-wide consolidation of finance and accounting functions under the Defense Finance and Accounting Service (DFAS). Across-the-board reductions are also applied to these activities.

K. Individuals (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active			
Transients	5.8	5.6	5.4
Patients/Prisoners	1.2	1.1	1.1
Trainees/Students	19.6	21.0	21.4
Total	26.6	27.7	27.9
Reserve			
Trainees/Students	3.1	3.8	3.2
(Category F, Q & P)			

From FY 1990 to FY 1991, manpower in the Individuals category was cut by almost 4,000 as accessions were reduced to correspond with total end strength reductions. This action resulted in a corresponding drop in entry-level training and accession moves as trained Marines were retained in lieu of accessing recruits. From FY 1991 to FY 1993, accessions fluctuate at this reduced level according to the size of yearly end strength reductions and separation patterns.

L. Undistributed (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0	1.0	1.6



## CHAPTER VI

### AIR FORCE MANPOWER REQUIREMENTS

#### I. INTRODUCTION

##### A. General

This chapter describes the Air Force manpower request in terms of active military, United States Air Force Reserve (USAFR), Air National Guard (ANG), and civilian manpower requirements. The manpower need derives from the force structure estimate to accomplish Air Force missions within the scope of the national political and military strategy. In that light, the chapter identifies wartime manpower requirements, requested manpower strengths for the budget years and major changes by component.

##### B. Wartime Manpower Requirements

Wartime manpower requirements are based on the total Air Force world-wide force structure and the number of additional personnel needed to replace estimated combat casualties. New planning scenarios together with Defense Planning Guidance for Fiscal Years 1994-1999 will be used to form the basis for a new Wartime Manpower Mobilization Planning System (WARMAPS) data base, which will be used to produce new estimates of the Air Force's wartime manpower requirements.

##### C. Strength Request

The FY 1993 request for active military, reserve military, and civilian manpower is as follows:

#### Air Force Strength Request and Civilian Employment Plan (End Strength in Thousands)

	<u>FY 92</u>	<u>FY 93</u>
Active Military	48.5	449.9
Reserve		
ANG	118.1	119.2
USAFR	83.4	82.2
Civilian	218.4	213.9

##### D. Major Changes Affecting Manpower

The tables below display manpower by Defense Planning and Programming Category (DPPC), showing inventory for FY 1991 and the FY 1992 - 1993 totals in the FY 1993 request (end strength in thousands).

#### Active Military

<u>DPPC</u>	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Strategic	58.4	53.5	48.7
Tactical/Mobility	123.9	113.4	106.4

Communications/Intelligence	31.2	29.5	30.0
Combat Installations	100.0	97.3	83.6
Force Support Training	20.8	18.9	18.4
Medical Support	40.7	40.5	37.6
Joint Activities	14.4	16.9	19.3
Central Logistics	9.0	8.5	8.0
Service Mgt. HQs	11.3	10.3	9.7
R&D/Geophysical Act.	14.1	13.0	12.3
Training & Personnel	21.0	20.5	20.2
Support Activities	33.2	32.3	28.2
Individuals	32.9	32.7	34.2
Undistributed	0	-2.1	-6.7
Total in the Budget	510.9	485.1	449.9

Note: Details may not sum to totals due to rounding.

\*Includes 443 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

#### U.S. Air Force Reserve

<u>DPPC</u>	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Strategic	2.2	2.2	3.5
Tactical/Mobility	50.7	49.7	49.1
Communications/Intelligence	0.1	0.1	0.1
Combat Installations	11.0	10.4	10.0
Medical Support	4.1	4.0	4.0
Joint Activities	1.2	1.2	1.2
Service Mgt. HQs	0.3	0.3	0.3
R&D/Geophysical Acty	0.1	0.2	0.1
Training and Personnel	0.4	0.4	0.4
Support Activities	0.4	0.4	0.2
Individuals	1.1	1.7	1.7
IMAs	12.7	12.8	11.6
Total in the Budget	84.3	83.4	82.2

Note: Details may not sum to totals due to rounding.

\*Does not include 254 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

#### Air National Guard

<u>DPPC</u>	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
Strategic	19.1	20.2	22.0
Tactical/Mobility	70.5	71.2	70.5
Communications/Intelligence	11.2	12.2	12.2
Combat Installations	3.8	2.5	2.5
Medical Support	4.7	5.0	5.0
Joint Activities	.8	.8	.8
Service Mgt. HQs	.1	.1	.1
R&D/Geophysical Act.	.6	.6	.6
Training & Personnel	3.9	3.0	3.0

Support Activities	1.7	1.1	1.1
Individuals	1.2	1.4	1.4
Total in the Budget	117.6	118.1	119.2

Note: Details may not sum to totals due to rounding.

\*Does not include 189 National Guard personnel called to active duty for OPERATION DESERT SHIELD/STORM.

<u>DPPC</u>	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
Strategic	8.6	9.2	10.1
Tactical/Mobility	29.8	30.4	29.3
Communications/Intelligence	6.7	7.0	7.1
Combat Installations	44.2	37.9	39.5
Force Support Training	1.6	2.0	1.8
Medical Support	9.4	9.0	9.4
Joint Activities	2.7	3.4	3.3
Central Logistics	66.9	62.1	58.3
Service Mgt. HQs	6.4	6.0	5.7
R&D/Geophysical Act.	10.7	10.2	10.0
Training & Personnel	9.3	11.2	11.5
Support Activities	36.4	30.0	27.9
Total in the Budget	232.7	218.4	213.9

Note: Details may not sum to totals due to rounding.

The following sections highlight Air Force major force structure areas and include a brief rationale for participation by either the Active or Reserve Component. Specific changes in force structure are detailed in Section III, Air Force Manpower Requirements by Defense Planning and Programming Category (DPPC).

#### 1. Strategic Offensive Forces

These forces consist of strategic bomber and tanker aircraft and Intercontinental Ballistic Missiles (ICBMs). Participation by the ANG/USAFR in the nuclear offensive mission is limited to air refueling operations because of the highly time-sensitive nature of bomber and missile operations and the intensive peacetime training requirements. ANG/USAFR tanker units are operationally capable of performing the air refueling mission.

#### 2. Strategic Defensive Forces

These forces include aircraft and ground radars for surveillance, control, and defense. Air defense of the United States is a traditional mission of the Air Reserve Component (ARC). For over 30 years, ANG units have performed air defense alert in the United States. The ANG now performs 100 percent of the air defense fighter interceptor mission.

### 3. Tactical Air Forces

To meet current tactical commitments, the Air Force must have credible, responsive forces to support crisis response requirements. Overseas basing represents roughly 25 percent of our total tactical fighter forces, another 33 percent provides stateside rotational units. The remaining is provided by the ARC. The ARC are able to provide a responsive military capability during a national crisis, having 41 percent of the tactical air forces. The ARC tactical fighter force is being modernized simultaneously with the active force with F-15 and F-16 aircraft. This force posture has been developed so that the rotation base of training and operational fighter units supports overseas tactical force commitments. The ANG provides 100 percent of the tactical reconnaissance forces. The USAFR also contributes KC-10 associate aircrews.

Training requirements must be considered in developing the total tactical force structure. Close air support, interdiction, and counterair missions are complex and require high levels of training and, in many cases, specialized training ranges to retain proficiency. The part-time nature of the ARC and proximity of individual units are carefully assessed when assigning roles and missions that require skills that must be continually exercised to achieve and maintain essential levels of proficiency.

### 4. Mobility Forces

The proper mix of active and reserve force units is necessary to maintain a non-mobilized surge and contingency support capability in addition to performing day-to-day airlift missions. Peacetime airlift augmentation and wartime surge missions are well suited to the ARC. In addition to providing strategic and tactical airlift aircraft units and associate C-5, C-9, and C-141 units, the ARC also provide substantial capabilities in aeromedical evacuation, rescue and recovery, aerial port operations, and weather reconnaissance.

### 5. Other Forces

There are several missions which are full-time functions required for support of the combat forces, such as centralized logistics, and research and development. Because of their nature, these missions require full-time personnel. Transfer of these missions to the Air Reserve Components would not diminish the desired level of support, but would increase the number of ANG/USAFR full-time personnel required, offsetting intended cost savings. Other types of activities have been and will continue to be established in the ARC when the active peacetime requirements are satisfied, but the wartime requirements are not. Some examples of units of this type include ANG and USAFR communications and civil engineering units, and ANG weather units.

### E. Key Manpower Issues

In June 1990, the Air Force unveiled a new operational strategy called Global Reach - Global Power. This concept resulted from a revised threat to U.S. national security -- a threat evolving from one of a massive conflict with a known superpower to smaller contingencies with unidentified

factions. The premise of this new strategy asserted that the anonymity of the new threat required a combination of speed, range, flexibility, precision and lethality. Only weeks after this concept was released, OPERATION DESERT SHIELD/STORM afforded an opportunity to successfully test the new theories and capabilities set forth.

Using Global Reach - Global Power as a blueprint, the Air Force has internally implemented numerous programmatic actions to reduce organizational layering, streamline headquarters commensurate with field units, and reconfigure major commands to reduce force size. Additionally, by implementing the composite wing structure, withdrawing from overseas locations, and implementing base closures, the Air Force continues to respond to the budget crisis while maintaining a highly capable force.

As manpower levels decline, the Air Force has reduced the active duty force and shifted a greater percentage of the total mission to the ARC. Every effort is being made to ensure military reductions minimize internal turmoil, afford maximum transition assistance to members and sustain future mission requirements. It is critical to note additional savings in FY 1993 will not generate savings in personnel costs due to pay and allowance cost of separation payments associated with the Voluntary Separation Incentive and Special Separation Benefit.

The FY 1993 Amended President's Budget calls for a reduction in Air Force active duty military manpower to 485,128 and 449,900 in FY 1992 and 1993 respectively. The FY 1993 figure represents a 50 percent reduction in manpower from the Air Force high point in 1968 and a 26 percent reduction since the mid-eighties. Civilian manpower levels will fall to 218,386 and 213,870 in those same years. This is 39 percent lower than the all-time high in 1969 and a 19 percent reduction since the mid-eighties. Although civilian reductions have not kept pace with military reductions due to such actions as military-to-civilian conversions, contracting initiatives, and congressionally directed increases to civilian intensive areas (e.g., medical and morale, welfare, and recreation), the Air Force perspective is continually adjusted to preserve the optimum mix of active, reserve, and civilian manpower to ensure peak readiness within constrained budgetary limits.

Responding to congressional intent, Air Force manpower requirements were adjusted for underexecution in civilian accounts and the officer-to-enlisted mix has been closely monitored. Additionally, manpower documents are being adjusted to reflect the permanent reduction of 250 colonels. Further, between 1973 and 1991, the Air Force has reduced total management headquarters manpower by approximately 20,000. The net effect is a 48 percent reduction in the management headquarters, compared to a corresponding reduction of 24 percent in the combined active duty military and civilian manpower levels during the same period.

The Air Force hopes to minimize the impact of involuntary military reductions in 1993 by offering voluntary separation incentives to selected military members. Regional involuntary separations in the civilian work force will occur due to resizing and base closures; however, every effort will be made through the DoD Priority Placement Program to lessen the impact on affected personnel.

## II. SIGNIFICANT HIGHLIGHTS

### A. Active Component Military Manpower

#### 1. General

Military manpower end strength in the FY 1993 Amended President's Budget is 485,128 in FY 1992 and 449,900 in FY 1993.

The FY 1993 military manpower decrease is primarily related to three types of actions. Force structure reductions are projected across many weapon systems and proportionate manpower reductions are reflected. Three successive rounds of base closures have required significant reductions in base operating support manpower. Finally, efficiency initiatives and the Defense Management Report program have streamlined our organizations and support functions, eliminated management layers, and initiated new technologies to save manpower. Accession levels have been adjusted to assure our future force will have the skills required to support a smaller Air Force.

#### 2. Programmed Manpower Structure, Programmed Manning, and End Strength

Table VI-1 reflects Air Force Programmed Manpower Structure, Programmed Manning, and End Strength.

### B. Reserve Component Military Manpower

#### 1. Ready Reserve

##### a. Selected Reserve

##### (1) U.S. Air Force Reserve (USAFR)

(a) General. The USAFR programmed end strength will decrease by 1196 spaces between FY 1992 and 1993. This reduction was driven by the following: Aerial Port Squadrons (-321); Civil Engineering Flights (-500); Air Force Reserve Numbered Air Forces (-286); A-10 Squadrons (-1070); C-130 Tactical Airlift Squadrons (-626); and Weather Service (-66). Additionally, overage skills in the Individual Mobilization Augmentees force were cut by 1157. Some of the decrease was offset by realignments into the following areas: KC-135 Squadrons (1341); F-16 Squadrons (911); C-141 Squadrons (433); and C-17 Airlift Squadrons (145).

(b) Programmed Manpower Structure, Programmed Manning and End Strength. Table VI-2 displays by DPPC category the USAFR programmed manpower structure, programmed manpower and end strength. The USAFR structure decreases by 1183 drill and 13 full-time support spaces between FY 1992 and FY 1993.

**TABLE VI-1**  
**ACTIVE AIR FORCE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

TOTAL AC MILITARY	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	REQT	AUTH	% MNG	REQT	AUTH	% MNG
<b>STRATEGIC</b>	<u>58.5</u>	<u>58.4</u>	<u>54.5</u>	<u>53.5</u>	<u>98</u>	<u>49.7</u>	<u>48.7</u>	<u>98</u>
Offensive Strat Forces	<u>44.7</u>	<u>44.7</u>	<u>44.4</u>	<u>43.5</u>	<u>98</u>	<u>40.1</u>	<u>39.2</u>	<u>98</u>
Defensive Strat Forces	<u>3.2</u>	<u>3.1</u>	<u>2.3</u>	<u>2.3</u>	<u>100</u>	<u>2.2</u>	<u>2.2</u>	<u>100</u>
Surveillance Forces	<u>10.6</u>	<u>10.6</u>	<u>7.8</u>	<u>7.7</u>	<u>99</u>	<u>7.4</u>	<u>7.3</u>	<u>99</u>
<b>TACTICAL/MOBILITY</b>	<u>123.5</u>	<u>123.9</u>	<u>116.2</u>	<u>113.4</u>	<u>98</u>	<u>109.1</u>	<u>106.4</u>	<u>98</u>
Tactical Air Forces	<u>89.5</u>	<u>89.9</u>	<u>80.7</u>	<u>79.9</u>	<u>99</u>	<u>75.8</u>	<u>75.1</u>	<u>99</u>
Mobility Forces	<u>34.0</u>	<u>34.0</u>	<u>35.5</u>	<u>33.5</u>	<u>94</u>	<u>33.3</u>	<u>31.3</u>	<u>94</u>
<b>COMMUNICATIONS/INTEL</b>	<u>31.2</u>	<u>31.2</u>	<u>29.8</u>	<u>29.5</u>	<u>99</u>	<u>30.3</u>	<u>30.0</u>	<u>99</u>
Centrally Managed Comm	<u>14.8</u>	<u>14.8</u>	<u>13.9</u>	<u>13.7</u>	<u>99</u>	<u>13.6</u>	<u>13.4</u>	<u>99</u>
Intelligence	<u>16.5</u>	<u>16.4</u>	<u>15.9</u>	<u>15.8</u>	<u>99</u>	<u>16.7</u>	<u>16.6</u>	<u>99</u>
<b>COMBAT INSTALLATIONS</b>	<u>104.0</u>	<u>100.0</u>	<u>102.4</u>	<u>97.3</u>	<u>95</u>	<u>88.4</u>	<u>83.6</u>	<u>95</u>
<b>FORCE SUPPORT TRAINING</b>	<u>20.8</u>	<u>20.8</u>	<u>19.2</u>	<u>18.9</u>	<u>98</u>	<u>18.7</u>	<u>18.4</u>	<u>98</u>
<b>MEDICAL SUPPORT</b>	<u>40.7</u>	<u>40.7</u>	<u>42.3</u>	<u>40.5</u>	<u>96</u>	<u>39.1</u>	<u>37.6</u>	<u>96</u>
<b>JOINT ACTIVITIES</b>	<u>14.5</u>	<u>14.4</u>	<u>17.1</u>	<u>16.9</u>	<u>99</u>	<u>19.5</u>	<u>19.3</u>	<u>99</u>
Int'l Military Org	<u>2.9</u>	<u>2.9</u>	<u>2.9</u>	<u>2.9</u>	<u>100</u>	<u>2.9</u>	<u>2.9</u>	<u>100</u>
Unified Commands	<u>2.1</u>	<u>2.2</u>	<u>2.2</u>	<u>2.2</u>	<u>100</u>	<u>2.2</u>	<u>2.2</u>	<u>100</u>
Federal Agency Support	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>
Joint Staff	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>
OSD/Defense Agencies	<u>8.8</u>	<u>8.6</u>	<u>11.3</u>	<u>11.1</u>	<u>98</u>	<u>13.7</u>	<u>13.5</u>	<u>99</u>
<b>CENTRAL LOGISTICS</b>	<u>8.8</u>	<u>9.0</u>	<u>8.8</u>	<u>8.5</u>	<u>97</u>	<u>8.4</u>	<u>8.0</u>	<u>95</u>
<b>SERVICE MANAGEMENT HQs</b>	<u>12.1</u>	<u>11.3</u>	<u>10.7</u>	<u>10.3</u>	<u>96</u>	<u>10.1</u>	<u>9.7</u>	<u>96</u>
Combat Commands	<u>7.5</u>	<u>6.9</u>	<u>5.8</u>	<u>5.8</u>	<u>100</u>	<u>5.4</u>	<u>5.4</u>	<u>100</u>
Support Commands	<u>4.6</u>	<u>4.4</u>	<u>4.9</u>	<u>4.5</u>	<u>92</u>	<u>4.7</u>	<u>4.3</u>	<u>91</u>
<b>R&amp;D GEOPHYSICAL ACTYS</b>	<u>14.1</u>	<u>14.1</u>	<u>13.5</u>	<u>13.0</u>	<u>96</u>	<u>12.9</u>	<u>12.3</u>	<u>95</u>
Research and Development	<u>6.9</u>	<u>6.9</u>	<u>6.4</u>	<u>6.2</u>	<u>97</u>	<u>6.0</u>	<u>5.7</u>	<u>95</u>
Geophysical Activities	<u>7.2</u>	<u>7.2</u>	<u>7.1</u>	<u>6.8</u>	<u>96</u>	<u>6.9</u>	<u>6.6</u>	<u>96</u>
<b>TRAINING AND PERSONNEL</b>	<u>21.0</u>	<u>21.0</u>	<u>21.1</u>	<u>20.5</u>	<u>97</u>	<u>20.8</u>	<u>20.2</u>	<u>97</u>
Personnel Support	<u>5.6</u>	<u>5.6</u>	<u>5.7</u>	<u>5.6</u>	<u>98</u>	<u>5.5</u>	<u>5.4</u>	<u>98</u>
Individual Training	<u>15.4</u>	<u>15.4</u>	<u>15.4</u>	<u>14.9</u>	<u>97</u>	<u>15.3</u>	<u>14.8</u>	<u>97</u>
<b>SUPPORT ACTIVITIES</b>	<u>32.6</u>	<u>33.2</u>	<u>36.0</u>	<u>32.3</u>	<u>90</u>	<u>31.7</u>	<u>28.2</u>	<u>89</u>
Support Installations	<u>21.9</u>	<u>22.5</u>	<u>26.0</u>	<u>22.5</u>	<u>87</u>	<u>22.3</u>	<u>19.1</u>	<u>86</u>
Centralized Support Act'y	<u>10.7</u>	<u>10.7</u>	<u>10.0</u>	<u>9.8</u>	<u>98</u>	<u>9.4</u>	<u>9.1</u>	<u>97</u>
<b>TOTAL PROGRAMMED MANPOWER</b>	<u>481.9</u>	<u>478.0</u>	<u>471.6</u>	<u>454.6</u>		<u>438.7</u>	<u>422.4</u>	
<b>UNDISTRIBUTED</b>				<u>-2.1</u>			<u>-6.7</u>	
<b>INDIVIDUALS</b>		<u>32.9</u>		<u>32.7</u>			<u>34.2</u>	
Transients		<u>6.8</u>		<u>7.0</u>			<u>6.9</u>	
Patients, Prisoners & Holdees		<u>0.5</u>		<u>0.4</u>			<u>0.4</u>	
Trainees and Students		<u>21.2</u>		<u>20.9</u>			<u>22.7</u>	
Cadets		<u>4.4</u>		<u>4.3</u>			<u>4.2</u>	
<b>END STRENGTH IN THE BUDGET</b>		<u>510.9</u>		<u>485.1</u>			<u>449.9</u>	

Note: Details may not sum to totals due to rounding.

\*Includes 443 Selected Reserve called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE VI-1A**  
**ACTIVE AIR FORCE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

AC OFFICERS	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	REQT	AUTH	% MNG	REQT	AUTH	% MNG
<u>DPPC</u>								
<u>STRATEGIC</u>	11.2	11.1	10.8	10.7	99	9.7	9.6	99
Offensive Strat Forces	8.2	8.2	8.2	8.1	99	7.2	7.1	99
Defensive Strat Forces	0.6	0.5	0.6	0.6	100	0.6	0.6	100
Surveillance Forces	2.4	2.4	2.0	2.0	100	1.9	1.9	100
<u>TACTICAL/MOBILITY</u>	15.5	15.6	14.9	14.5	97	14.1	13.7	97
Tactical Air Forces	10.7	10.8	9.9	9.8	99	9.4	9.3	99
Mobility Forces	4.8	4.8	5.0	4.7	94	4.7	4.4	94
<u>COMMUNICATIONS/INTEL</u>	4.8	4.6	4.5	4.5	100	4.3	4.3	100
Centrally Managed Comm	1.9	1.8	1.7	1.7	100	1.6	1.6	100
Intelligence	2.9	2.8	2.8	2.8	100	2.7	2.7	100
<u>COMBAT INSTALLATIONS</u>	6.3	6.8	6.8	6.2	94	5.9	5.6	95
<u>FORCE SUPPORT TRAINING</u>	2.6	2.6	2.7	2.6	96	2.8	2.7	96
<u>MEDICAL SUPPORT</u>	12.5	12.5	13.5	12.6	93	12.5	11.8	94
<u>JOINT ACTIVITIES</u>	5.4	5.2	6.0	5.8	97	6.2	6.0	97
Int'l Military Org	1.1	1.1	1.1	1.1	100	1.1	1.1	100
Unified Commands	1.0	1.1	1.1	1.1	100	1.1	1.1	100
Federal Agency Support	0.2	0.2	0.2	0.2	100	0.2	0.2	100
Joint Staff	0.3	0.3	0.3	0.3	100	0.3	0.3	100
OSD/Defense Agencies	2.8	2.5	3.3	3.1	94	3.5	3.3	94
<u>CENTRAL LOGISTICS</u>	5.8	5.9	5.8	5.6	97	5.5	5.2	95
<u>SERVICE MANAGEMENT HQs</u>	7.3	6.6	6.5	6.3	97	6.1	5.9	97
Combat Commands	4.1	3.6	3.2	3.2	100	2.9	2.9	100
Support Commands	3.2	3.0	3.3	3.1	94	3.2	3.0	94
<u>R&amp;D/GEOPHYSICAL ACTYS</u>	4.1	4.1	3.6	3.5	97	3.6	3.4	94
Research and Development	2.2	2.2	1.9	1.9	100	1.9	1.8	95
Geophysical Activities	1.9	1.9	1.7	1.6	94	1.7	1.6	94
<u>TRAINING AND PERSONNEL</u>	6.4	6.4	6.1	6.0	98	6.1	6.0	98
Personnel Support	0.6	0.6	0.6	0.6	100	0.6	0.6	100
Individual Training	5.8	5.8	5.5	5.4	98	5.5	5.4	98
<u>SUPPORT ACTIVITIES</u>	6.0	6.5	6.1	5.8	95	5.4	5.1	94
Support Installations	1.9	2.4	2.3	2.1	91	2.0	1.8	90
Centralized Support Act'y	4.1	4.1	3.8	3.7	97	3.4	3.3	97
<u>TOTAL PROGRAMMED MANPOWER</u>	87.9	87.9	87.1	84.1		82.2	79.3	
<u>UNDISTRIBUTED</u>				0.3			-2.0	
<u>INDIVIDUALS</u>		8.7		7.3			7.7	
Transients		1.2		1.0			1.0	
Patients, Prisoners, & Holdees								
Trainees & Students		7.5		6.3			6.7	
Cadets								
<u>END STRENGTH IN THE BUDGET</u>		96.7		91.8			85.0	

Note: Details may not sum to totals due to rounding.

\*Includes 103 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.



**TABLE VI-1B**  
**ACTIVE AIR FORCE PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

AC ENLISTED	FY 1991*		FY 1992			FY 1993		
	AUTH	INV	REQT	AUTH	% MNG	REQT	AUTH	% MNG
<b>DPFC</b>								
<b>STRATEGIC</b>	47.3	47.3	43.7	42.8	98	40.0	39.1	98
Offensive Strat Forces	36.5	36.5	36.2	35.4	98	32.9	32.1	98
Defensive Strat Forces	2.6	2.6	1.7	1.7	100	1.6	1.6	100
Surveillance Forces	8.2	8.2	5.8	5.7	98	5.5	5.4	98
<b>TACTICAL/MOBILITY</b>	108.0	108.3	101.3	98.9	98	95.0	92.7	98
Tactical Air Forces	78.8	79.1	70.8	70.1	99	66.4	65.8	99
Mobility Forces	29.2	29.2	30.6	28.9	94	28.6	26.9	94
<b>COMMUNICATIONS/INTEL</b>	26.6	26.6	25.3	25.0	99	26.0	25.7	99
Centrally Managed Comm	12.9	13.0	12.2	12.0	98	12.0	11.8	98
Intelligence	13.6	13.6	13.1	13.0	99	14.0	13.9	99
<b>COMBAT INSTALLATIONS</b>	97.7	93.2	95.8	91.1	95	82.5	78.0	94
<b>FORCE SUPPORT TRAINING</b>	18.2	18.2	16.5	16.3	99	15.9	15.7	99
<b>MEDICAL SUPPORT</b>	28.2	28.2	28.8	27.9	97	26.6	25.8	97
<b>JOINT ACTIVITIES</b>	9.1	9.2	11.1	11.1	100	13.2	13.2	100
Int'l Military Org	1.8	1.8	1.8	1.8	100	1.8	1.8	100
Unified Commands	1.1	1.1	1.1	1.1	100	1.0	1.0	100
Federal Agency Support	0.1	0.1	0.1	0.1	100	0.1	0.1	100
Joint Staff	0.1	0.1	0.1	0.1	100	0.1	0.1	100
OSD/Defense Agencies	6.0	6.1	8.0	8.0	100	10.2	10.2	100
<b>CENTRAL LOGISTICS</b>	3.0	3.1	3.0	2.9	97	2.9	2.8	97
<b>SERVICE MANAGEMENT HQs</b>	4.8	4.7	4.2	4.0	95	4.0	3.8	95
Combat Commands	3.4	3.3	2.6	2.6	100	2.5	2.5	100
Support Commands	1.4	1.4	1.6	1.4	88	1.5	1.3	87
<b>R&amp;D/GEOPHYSICAL ACTYS</b>	10.0	10.0	9.9	9.5	96	9.3	8.9	96
Research and Development	4.7	4.7	4.5	4.3	96	4.1	3.9	95
Geophysical Activities	5.3	5.3	5.4	5.2	96	5.2	5.0	96
<b>TRAINING AND PERSONNEL</b>	14.6	14.6	15.0	14.5	97	14.7	14.2	97
Personnel Support	5.0	5.0	5.1	5.0	98	4.9	4.8	98
Individual Training	9.6	9.6	9.9	9.5	96	9.8	9.4	96
<b>SUPPORT ACTIVITIES</b>	26.6	26.7	29.9	26.5	89	26.3	23.1	88
Support Installations	20.0	20.1	23.7	20.4	86	20.3	17.3	85
Centralized Support Act'y	6.6	6.6	6.2	6.1	98	6.0	5.8	97
<b>TOTAL PROGRAMMED MANPOWER</b>	394.0	390.1	384.5	370.5		356.5	343.1	
<b>UNDISTRIBUTED</b>				-2.6			-4.5	
<b>INDIVIDUALS</b>		24.2		25.4			26.2	
Transients		5.6		6.1			5.6	
Patients, Prisoners, & Holdees		0.4		0.4			0.4	
Trainees & Students		13.8		14.6			16.0	
Cadets		4.4		4.3			4.2	
<b>END STRENGTH IN THE BUDGET</b>		414.1		393.3			364.9	

Note: Details may not sum to totals due to rounding.

\*Includes 340 Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

(c) Trained in Unit Strength. The following displays Air Force Reserve end strength, then adds or subtracts appropriate personnel to show the trained in unit strength. This strength is compared to the wartime unit structure to compute the percent trained in units. The results show the Air Force Reserve is able to yet maintain a high percentage of trained personnel.

USAFR TRAINED IN UNIT STRENGTH  
(in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
End strength	84.3	83.4	82.2
- Trained Pipeline*	1.1	1.7	1.7
- IMAs	12.7	12.8	11.6
Operating Strength	70.5	68.9	68.9
- Non Unit AGR	.7	.6	.6
+ Unit A/C Personnel	.7	.8	.8
Trained Unit Strength	70.5	69.1	69.1
Structure Requirements (WARTIME)	70.3	69.6	69.7
% Trained In Unit	101	99	99

\*Includes categories F and P

(d) Individual Mobilization Augmentee (IMA) Program. The IMA program provides highly skilled individual augmentation to active units during wartime or emergency situations. All IMA positions are reviewed as part of the Wartime Manpower Planning Exercise (MANREQ) and justified solely on the basis of wartime or contingency requirements for which the active forces are insufficient. IMA requirements were reduced by 1157 positions in FY 1993 due to overages in many wartime required skills.

Individual Mobilization Augmentees

	<u>FY 91</u>		<u>FY 92</u>	<u>FY 93</u>
	<u>Goal</u>	<u>Actual</u>	<u>Goal</u>	<u>Goal</u>
Total	13,647	12,669	12,781	11,624
48 Drill	729	740	800	750
24 Drill	12,597	11,635	11,660	10,553
Other	321	294	321	321

(e) Full-Time Support Programs. Statutory Tour personnel are Reservists on active duty for periods in excess of 179 days who provide full-time support to the Reserve Component and are paid from Reserve personnel appropriations. They serve on the staff of active component headquarters organizations responsible for Reserve component management, policy, planning, programming, and training; assist in developing and implementing Reserve Forces policies, procedures, and programs; and assist in organizing, administering, recruiting, instructing, and training the Reserve component.

**TABLE VI-2**  
**U.S. AIR FORCE RESERVE PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

<b>TOTAL AFR MILITARY</b>	<b>FY 1991*</b>		<b>FY 1992</b>			<b>FY 1993</b>		
<b>DPPC</b>	<b>AUTH</b>	<b>INV</b>	<b>REQT</b>	<b>AUTH</b>	<b>% MNG</b>	<b>REQT</b>	<b>AUTH</b>	<b>% MNG</b>
<b>STRATEGIC</b>								
Offensive Strat Forces	<u>2.3</u>	<u>2.2</u>	<u>2.2</u>	<u>2.2</u>	<u>100</u>	<u>3.5</u>	<u>3.5</u>	<u>100</u>
<b>TACTICAL/MOBILITY</b>								
Tactical Air Forces	<u>50.4</u>	<u>50.7</u>	<u>50.2</u>	<u>49.7</u>	<u>99</u>	<u>49.6</u>	<u>49.1</u>	<u>99</u>
Mobility Forces	<u>11.1</u>	<u>11.1</u>	<u>11.4</u>	<u>11.3</u>	<u>99</u>	<u>11.2</u>	<u>11.2</u>	<u>100</u>
	<u>39.1</u>	<u>39.6</u>	<u>38.8</u>	<u>38.4</u>	<u>99</u>	<u>38.4</u>	<u>37.9</u>	<u>99</u>
<b>COMMUNICATIONS/INTEL</b>								
Centrally Managed Comm	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>COMBAT INSTALLATIONS</b>								
	<u>11.1</u>	<u>11.0</u>	<u>10.4</u>	<u>10.4</u>	<u>100</u>	<u>10.0</u>	<u>10.0</u>	<u>100</u>
<b>MEDICAL SUPPORT</b>								
	<u>4.0</u>	<u>4.1</u>	<u>4.2</u>	<u>4.0</u>	<u>98</u>	<u>4.2</u>	<u>4.0</u>	<u>98</u>
<b>JOINT ACTIVITIES</b>								
OSD/Defense Agencies	<u>1.2</u>	<u>1.2</u>	<u>1.2</u>	<u>1.2</u>	<u>100</u>	<u>1.2</u>	<u>1.2</u>	<u>100</u>
<b>SERVICE MANAGEMENT HQs</b>								
Support Commands	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>
<b>R&amp;D/GEOPHYSICAL ACTIVITIES</b>								
Geophysical Activities	<u>0.1</u>	<u>0.1</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>TRAINING AND PERSONNEL</b>								
Personnel Support	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>
Individual Training	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>
	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>SUPPORT ACTIVITIES</b>								
Centralized Support Act'y	<u>0.4</u>	<u>0.4</u>	<u>0.5</u>	<u>0.4</u>	<u>80</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>
<b>TOTAL PROGRAMMED MANNING</b>								
	<u>70.3</u>	<u>70.7</u>	<u>69.6</u>	<u>69.0</u>	<u>99</u>	<u>69.7</u>	<u>68.8</u>	<u>99</u>
<b>INDIVIDUAL MOBILIZATION</b>								
AUGMENTEES		<u>12.7</u>		<u>12.8</u>			<u>11.6</u>	
<b>INDIVIDUALS (Trainees &amp; Students)</b>								
		<u>1.1</u>		<u>1.7</u>			<u>1.7</u>	
<b>END STRENGTH IN THE BUDGET</b>								
		<u>84.3</u>		<u>83.4</u>			<u>82.2</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 254 USAFR personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE VI-2A**  
**U.S. AIR FORCE RESERVE PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

<b>AFR OFFICERS</b>	<b>FY 1991*</b>		<b>FY 1992</b>			<b>FY 1993</b>		
<b>DEFENSE PLANNING AND PROGRAMMING CATEGORIES</b>	<b>AUTH</b>	<b>INV</b>	<b>REQT</b>	<b>AUTH</b>	<b>% MNG</b>	<b>REQT</b>	<b>AUTH</b>	<b>% MNG</b>
<b><u>STRATEGIC</u></b>								
Offensive Strat Forces	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.6</u>	<u>0.6</u>	<u>100</u>
<b><u>TACTICAL/MOBILITY</u></b>	<u>6.8</u>	<u>6.9</u>	<u>6.9</u>	<u>6.8</u>	<u>99</u>	<u>6.7</u>	<u>6.6</u>	<u>99</u>
Tactical Air Forces	<u>1.2</u>	<u>1.2</u>	<u>1.2</u>	<u>1.2</u>	<u>100</u>	<u>1.2</u>	<u>1.2</u>	<u>100</u>
Mobility Forces	<u>5.6</u>	<u>5.7</u>	<u>5.7</u>	<u>5.6</u>	<u>98</u>	<u>5.5</u>	<u>5.4</u>	<u>98</u>
<b><u>COMMUNICATIONS/INTEL</u></b>								
Centrally Managed Comm	<u>**</u>	<u>**</u>	<u>**</u>	<u>**</u>	<u>100</u>	<u>**</u>	<u>**</u>	<u>100</u>
<b><u>COMBAT INSTALLATIONS</u></b>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>	<u>100</u>	<u>0.5</u>	<u>0.5</u>	<u>100</u>
<b><u>MEDICAL SUPPORT</u></b>	<u>1.0</u>	<u>0.9</u>	<u>1.1</u>	<u>1.0</u>	<u>91</u>	<u>1.1</u>	<u>1.0</u>	<u>91</u>
<b><u>JOINT ACTIVITIES</u></b>								
OSD/Defense Agencies	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>
<b><u>SERVICE MANAGEMENT HQs</u></b>								
Support Commands	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>
<b><u>R&amp;D/GEOPHYSICAL ACTIVITIES</u></b>								
Geophysical Activities	<u>**</u>	<u>**</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>**</u>	<u>**</u>	<u>100</u>
<b><u>TRAINING AND PERSONNEL</u></b>								
Individual Training	<u>**</u>	<u>**</u>	<u>**</u>	<u>**</u>	<u>100</u>	<u>**</u>	<u>**</u>	<u>100</u>
<b><u>SUPPORT ACTIVITIES</u></b>								
Centralized Support Act'y	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b><u>TOTAL PROGRAMMED MANNING</u></b>	<u>9.2</u>	<u>9.3</u>	<u>9.4</u>	<u>9.3</u>	<u>99</u>	<u>9.3</u>	<u>9.0</u>	<u>97</u>
<b><u>INDIVIDUAL MOBILIZATION</u></b>								
<u>AUGMENTEES</u>		<u>7.5</u>		<u>7.3</u>			<u>6.5</u>	
<b><u>END STRENGTH IN THE BUDGET</u></b>		<u>16.9</u>		<u>16.6</u>			<u>15.7</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 65 USAFR officers called to active duty for OPERATION DESERT SHIELD/STORM.

\*\*Less than 50

**TABLE VI-2B**  
**U.S. AIR FORCE RESERVE PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

AFR ENLISTED	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	REQT	AUTH	% MNG	REQT	AUTH	% MNG
<b>STRATEGIC</b>								
Offensive Strat Forces	<u>1.8</u>	<u>1.8</u>	<u>1.8</u>	<u>1.8</u>	<u>100</u>	<u>2.9</u>	<u>2.9</u>	<u>100</u>
<b>TACTICAL/MOBILITY</b>	<u>43.6</u>	<u>43.8</u>	<u>43.3</u>	<u>42.9</u>	<u>99</u>	<u>42.9</u>	<u>42.5</u>	<u>99</u>
Tactical Air Forces	<u>9.9</u>	<u>9.9</u>	<u>10.1</u>	<u>10.0</u>	<u>99</u>	<u>10.0</u>	<u>10.0</u>	<u>100</u>
Mobility Forces	<u>33.5</u>	<u>33.9</u>	<u>33.1</u>	<u>32.8</u>	<u>99</u>	<u>32.9</u>	<u>32.5</u>	<u>99</u>
<b>COMMUNICATIONS/INTEL</b>								
Centrally Managed Comm	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>COMBAT INSTALLATIONS</b>	<u>10.6</u>	<u>10.4</u>	<u>9.9</u>	<u>9.9</u>	<u>100</u>	<u>9.5</u>	<u>9.5</u>	<u>100</u>
<b>MEDICAL SUPPORT</b>	<u>3.0</u>	<u>3.2</u>	<u>3.1</u>	<u>3.0</u>	<u>97</u>	<u>3.1</u>	<u>3.0</u>	<u>97</u>
<b>JOINT ACTIVITIES</b>								
OSD/Defense Agencies	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>	<u>100</u>	<u>1.0</u>	<u>1.0</u>	<u>100</u>
<b>SERVICE MANAGEMENT HQs</b>								
Support Commands	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>R&amp;D/GEOPHYSICAL ACTIVITIES</b>								
Geophysical Activities	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>TRAINING AND PERSONNEL</b>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>
Personnel Support	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>	<u>0.3</u>	<u>0.3</u>	<u>100</u>
Individual Training	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>SUPPORT ACTIVITIES</b>								
Centralized Support Act'y	<u>0.2</u>	<u>0.2</u>	<u>0.3</u>	<u>0.2</u>	<u>67</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<b>TOTAL PROGRAMMED MANNING</b>	<u>60.7</u>	<u>61.4</u>	<u>60.1</u>	<u>59.5</u>	<u>99</u>	<u>60.2</u>	<u>59.6</u>	<u>99</u>
<b>INDIVIDUAL MOBILIZATION</b>								
AUGMENTEES		<u>5.2</u>		<u>5.5</u>			<u>5.1</u>	
<b>INDIVIDUALS (Trainees &amp; Students)</b>		<u>1.1</u>		<u>1.7</u>			<u>1.7</u>	
<b>END STRENGTH IN THE BUDGET</b>		<u>67.4</u>		<u>66.8</u>			<u>66.5</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 189 USAFR personnel called to active duty for OPERATION DESERT SHIELD/STORM.

In the USAFR, Statutory Tour personnel are not assigned to unit level. Full time support at the combat and combat support unit level is provided by Air Reserve Technicians (ARTs) serving in dual status. As civil service civilians they provide full time day-to-day support to a Reserve unit. As members of the Air Force Reserve, they are integral members of their reserve unit, participate in all military training and duty in their unit, and are available to enter active duty should their unit be mobilized. Because actual assigned strength is used in FY 1991, not all programmed growth between FY 1991 and FY 1992 is real growth. Actual assigned strength is often less than programmed strength due to recruiting and hiring difficulties.

USAFR Full Time Support  
(In Thousands)

	<u>FY91</u>	<u>FY92</u>	<u>FY93</u>
Statutory Tour	.7	.6	.6
Air Reserve Technician	9.6	10.5	10.4
Civilians	4.8	4.5	5.3
Active Component	.7	.8	.8
Total	15.8	16.4	17.1

(2) Air National Guard

(a) General. The Air National Guard (ANG) has a programmed increase of 1,100 between FY 1991 and FY 1992. This includes an increase of 1,050 drilling guardsmen and 50 full-time active guard/reserve (AGR) personnel. The revised strength supports force structure changes and new modular control equipment for the Tactical Control Units.

(b) Programmed Manpower Structure, Programmed Manning and End Strength. Table VI-3 displays ANG programmed manning and end strength by DPPC category. The Air National Guard programmed end strength of 119,200 in FY 1993 will allow for an overall manning level of 97 percent when compared to total requirements.

**TABLE VI-3**  
**AIR NATIONAL GUARD PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

TOTAL ANG MILITARY	FY 1991*		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<u>STRATEGIC</u>	<u>18.3</u>	<u>19.1</u>	<u>20.9</u>	<u>20.2</u>	<u>97</u>	<u>22.8</u>	<u>22.0</u>	<u>96</u>
Offensive Strat Forces	8.9	9.2	11.0	10.9	99	12.9	12.7	98
Defensive Strat Forces	8.8	9.4	9.4	8.8	94	9.4	8.8	93
Surveillance Forces	0.5	0.5	0.5	0.5	100	0.5	0.5	100
<u>TACTICAL/MOBILITY</u>	<u>71.1</u>	<u>70.5</u>	<u>72.8</u>	<u>71.2</u>	<u>95</u>	<u>71.2</u>	<u>70.5</u>	<u>98</u>
Tactical Air Forces	51.4	51.3	53.0	51.3	97	51.6	50.1	97
Mobility Forces	19.7	19.2	19.8	19.8	100	19.6	20.3	103
<u>COMMUNICATIONS/INTEL</u>								
Centrally Managed Comm	10.9	11.2	11.9	12.2	102	11.9	12.2	102
<u>COMBAT INSTALLATIONS</u>	<u>3.8</u>	<u>3.8</u>	<u>4.0</u>	<u>2.5</u>	<u>60</u>	<u>4.0</u>	<u>2.5</u>	<u>60</u>
<u>MEDICAL SUPPORT</u>	<u>5.0</u>	<u>4.7</u>	<u>5.2</u>	<u>5.0</u>	<u>96</u>	<u>5.2</u>	<u>5.0</u>	<u>96</u>
<u>JOINT ACTIVITIES</u>	<u>.8</u>	<u>.8</u>	<u>.8</u>	<u>.8</u>	<u>100</u>	<u>.8</u>	<u>.8</u>	<u>100</u>
<u>SERVICE MANAGEMENT HQs</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<u>R&amp;D/GEOPHYSICAL ACTYS</u>								
Geophysical Activities	0.6	0.6	0.6	0.6	100	0.6	0.6	100
<u>TRAINING AND PERSONNEL</u>	<u>3.7</u>	<u>3.9</u>	<u>4.0</u>	<u>3.0</u>	<u>75</u>	<u>4.0</u>	<u>3.0</u>	<u>75</u>
Personnel Support	0.5	0.5	0.6	0.5	83	0.6	0.5	83
Individual Training	3.2	3.4	3.4	2.5	74	3.4	2.5	74
<u>SUPPORT ACTIVITIES</u>								
Centralized Support Act'y	1.3	1.7	1.7	1.1	65	1.7	1.1	65
<u>TOTAL PROGRAMMED MANNING</u>	<u>115.4</u>	<u>116.4</u>	<u>122.0</u>	<u>116.7</u>	<u>96</u>	<u>122.5</u>	<u>117.8</u>	<u>96</u>
<u>INDIVIDUALS (Trainees &amp; Students)</u>		<u>1.2</u>		<u>1.4</u>			<u>1.4</u>	
<u>END STRENGTH IN THE BUDGET</u>		<u>117.6</u>		<u>118.1</u>			<u>119.2</u>	

Note: Details may not sum to totals due to rounding.

\*Does not include 189 ANG personnel called to active duty for OPERATION DESERT SHIELD/STORM.

**TABLE VI-3A**  
**AIR NATIONAL GUARD PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

ANG OFFICERS	FY 1991**		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<u>STRATEGIC</u>	<u>2.3</u>	<u>2.4</u>	<u>2.6</u>	<u>2.6</u>	<u>100</u>	<u>2.9</u>	<u>2.9</u>	<u>100</u>
Offensive Strat Forces	1.2	1.3	1.5	1.5	100	1.8	1.8	100
Defensive Strat Forces	1.0	1.0	1.0	1.0	100	1.0	1.0	100
Surveillance Forces	0.1	0.1	0.1	0.1	100	0.1	0.1	100
<u>TACTICAL/MOBILITY</u>	<u>8.0</u>	<u>8.0</u>	<u>8.1</u>	<u>7.9</u>	<u>98</u>	<u>7.8</u>	<u>7.8</u>	<u>100</u>
Tactical Air Forces	4.9	5.0	5.0	4.8	96	4.7	4.7	100
Mobility Forces	3.1	3.0	3.1	3.1	100	3.1	3.1	100
<u>COMMUNICATIONS/INTEL</u>								
Centrally Managed Comm	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>100</u>	<u>0.7</u>	<u>0.7</u>	<u>100</u>
<u>COMBAT INSTALLATIONS</u>	<u>0.2</u>	<u>0.1</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>	<u>0.2</u>	<u>0.2</u>	<u>100</u>
<u>MEDICAL SUPPORT</u>	<u>1.5</u>	<u>1.4</u>	<u>1.6</u>	<u>1.5</u>	<u>94</u>	<u>1.6</u>	<u>1.5</u>	<u>94</u>
<u>JOINT ACTIVITIES</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<u>SERVICE MANAGEMENT HQs</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<u>R&amp;D/GEOPHYSICAL ACTYS</u>								
Geophysical Activities	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>	<u>0.1</u>	<u>0.1</u>	<u>100</u>
<u>TRAINING AND PERSONNEL</u>	<u>0.4</u>	<u>0.3</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.3</u>	<u>75</u>
Personnel Support	*	*	*	*	*	*	*	*
Individual Training	0.4	0.3	0.4	0.4	100	0.4	0.3	75
<u>SUPPORT ACTIVITIES</u>								
Centralized Support Act'y	<u>0.8</u>	<u>0.9</u>	<u>0.9</u>	<u>0.7</u>	<u>78</u>	<u>0.9</u>	<u>0.7</u>	<u>77</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>14.4</u>	<u>14.1</u>	<u>14.7</u>	<u>14.4</u>	<u>98</u>	<u>14.6</u>	<u>14.6</u>	<u>100</u>

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Does not include 38 ANG officers called to active duty for OPERATION DESERT SHIELD/STORM.



**TABLE VI-3B**  
**AIR NATIONAL GUARD PROGRAMMED MANPOWER STRUCTURE,**  
**PROGRAMMED MANNING AND END STRENGTH**  
**(In Thousands)**

ANG ENLISTED	FY 1991**		FY 1992			FY 1993		
DEFENSE PLANNING AND PROGRAMMING CATEGORIES	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b>STRATEGIC</b>	<u>15.9</u>	<u>16.7</u>	<u>18.2</u>	<u>17.6</u>	<u>97</u>	<u>19.9</u>	<u>19.1</u>	<u>96</u>
Offensive Strat Forces	<u>7.7</u>	<u>7.9</u>	<u>9.4</u>	<u>9.4</u>	<u>100</u>	<u>11.1</u>	<u>10.9</u>	<u>98</u>
Defensive Strat Forces	<u>7.8</u>	<u>8.4</u>	<u>8.4</u>	<u>7.8</u>	<u>93</u>	<u>8.4</u>	<u>7.8</u>	<u>93</u>
Surveillance Forces	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>	<u>0.4</u>	<u>0.4</u>	<u>100</u>
<b>TACTICAL/MOBILITY</b>	<u>63.1</u>	<u>62.5</u>	<u>64.7</u>	<u>63.2</u>	<u>96</u>	<u>63.4</u>	<u>62.6</u>	<u>99</u>
Tactical Air Forces	<u>46.5</u>	<u>46.4</u>	<u>48.0</u>	<u>46.5</u>	<u>95</u>	<u>46.9</u>	<u>45.4</u>	<u>97</u>
Mobility Forces	<u>16.6</u>	<u>16.1</u>	<u>16.7</u>	<u>16.7</u>	<u>100</u>	<u>16.5</u>	<u>17.2</u>	<u>104</u>
<b>COMMUNICATIONS/INTEL</b>								
Centrally Managed Comm	<u>10.2</u>	<u>10.5</u>	<u>11.5</u>	<u>11.5</u>	<u>100</u>	<u>11.5</u>	<u>11.5</u>	<u>100</u>
<b>COMBAT INSTALLATIONS</b>	<u>3.6</u>	<u>3.7</u>	<u>3.6</u>	<u>2.2</u>	<u>61</u>	<u>3.6</u>	<u>2.2</u>	<u>61</u>
<b>MEDICAL SUPPORT</b>	<u>3.5</u>	<u>3.3</u>	<u>3.6</u>	<u>3.5</u>	<u>97</u>	<u>3.5</u>	<u>3.5</u>	<u>100</u>
<b>JOINT ACTIVITIES</b>	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>	<u>100</u>	<u>0.7</u>	<u>0.7</u>	<u>100</u>
<b>SERVICE MANAGEMENT HQs</b>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>	<u>*</u>
<b>R&amp;D/GEOPHYSICAL ACTYS</b>								
Geophysical Activities	<u>0.5</u>	<u>0.4</u>	<u>0.5</u>	<u>0.5</u>	<u>100</u>	<u>0.5</u>	<u>0.5</u>	<u>100</u>
<b>TRAINING AND PERSONNEL</b>	<u>3.2</u>	<u>3.6</u>	<u>3.7</u>	<u>2.6</u>	<u>70</u>	<u>3.7</u>	<u>2.6</u>	<u>70</u>
Personnel Support	<u>.5</u>	<u>.5</u>	<u>.6</u>	<u>.5</u>	<u>83</u>	<u>.6</u>	<u>.5</u>	<u>83</u>
Individual Training	<u>2.5</u>	<u>3.0</u>	<u>3.1</u>	<u>2.1</u>	<u>68</u>	<u>3.1</u>	<u>2.1</u>	<u>68</u>
<b>SUPPORT ACTIVITIES</b>								
Centralized Support Act'y	<u>0.5</u>	<u>0.8</u>	<u>0.8</u>	<u>0.4</u>	<u>50</u>	<u>0.8</u>	<u>0.4</u>	<u>50</u>
<b>TOTAL PROGRAMMED MANNING</b>	<u>101.0</u>	<u>102.3</u>	<u>107.3</u>	<u>102.3</u>	<u>95</u>	<u>107.9</u>	<u>103.2</u>	<u>96</u>
<b>INDIVIDUALS (Trainees &amp; Students)</b>		<u>1.2</u>		<u>1.4</u>			<u>1.4</u>	
<b>END STRENGTH IN THE BUDGET</b>		<u>103.5</u>		<u>103.7</u>			<u>104.6</u>	

Note: Details may not sum to totals due to rounding.

\*Less than 50

\*\*Does not include 151 ANG personnel called to active duty for OPERATION DESERT SHIELD/STORM.

(c) Trained in Unit Strength. The following displays ANG end strength, then adds or subtracts appropriate personnel to show the trained in unit strength. This strength is compared to wartime unit structure to compute the percent trained in units.

**ANG TRAINED IN UNIT STRENGTH**  
(in thousands)

	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
End strength	117.6	118.1	119.2
- Trained Pipeline*	2.4	2.6	2.6
Operating Strength	115.2	115.5	116.6
- Non Unit AGR	.5	.5	.5
+ Unit A/C Personnel	.6	.6	.6
Trained Unit Strength	115.3	115.6	116.7
Structure Requirements (WARTIME)	122.0	123.8	122.5
- Non-Unit Structure**	.5	.5	.5
Wartime Unit Structure	121.5	123.3	122.0
% Trained In Unit	95	94	96

\*Includes categories F and P

\*\*AGR in Management Headquarters, ANG Support Center, and ANG State Headquarters.

(d) Full-Time Support Program. Full-time manpower consists of military technicians, active Guard and Reserve (AGR), Active Component and civil service personnel performing the day-to-day duties necessary for mission accomplishment and readiness objectives. Half of the full-time manpower available to the ANG is dedicated to equipment maintenance. The remainder is dedicated to training, logistics, administration and other support functions. The elements of full-time manpower programmed for the ANG are as follows:

	<u>ANG Full-Time Support</u> (In Thousands)		
	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
Military Technicians*	24.5	24.7	25.3
Civilians	2.0	1.9	1.9
Active Duty Guard/Reserve (AGR)	8.6	9.1	9.1
Active Air Force with ANG	.6	.6	.6
Total**	35.6	36.3	37.0

\*Includes non-dual status National Guard civilian technicians.

\*\*Numbers may not total due to rounding.

b. Individual Ready Reserves (IRR)

The IRR consists of people who have recently served in the active forces or Selected Reserve and have remaining a period of obligated service or have volunteered to remain beyond their statutory obligation. They are subject to being called to active duty during a national emergency declared by the President or the Congress. IRR end strength for FY 1991 was 78.7K, and is projected to be 78.6K and 78.9K for FY 1992 and FY 1993 respectively.

2. Standby Reserve

The Standby Reserve consists of people who have completed their statutory military obligation and have chosen to maintain a reserve status, or who have been designated key civilian employees, or who have a temporary hardship disability. They are not in a pay status and do not generally participate in reserve training or readiness programs, but are available for active duty in time of war or a national emergency declared by Congress. The Standby Reserve end strength for FY 1991 was 14.2K, and is projected to be 15.5K and 16.0K for FY 1992 and FY 1993 respectively.

3. Reserve Component Personnel on Active Duty

The following charts depict the number of officers and enlisted members serving on active duty for training as of the last day of FY 1991 under orders specifying an aggregate period in excess of 180 days and an estimate for FY 1992 of the number that will be ordered to such duty.

Air Force Reserve

	<u>FY 1991</u>		<u>FY 1992</u>	
	<u>OFF</u>	<u>ENL</u>	<u>OFF</u>	<u>ENL</u>
Recruit and Specialized Training	-	1,079	-	905
Flight Training	53	-	53	-
Professional Training in Military and Civilian Institutions	34	-	35	-

Air National Guard

	<u>FY 1991</u>		<u>FY 1992</u>	
	<u>OFF</u>	<u>ENL</u>	<u>OFF</u>	<u>ENL</u>
Recruit and Specialized Training	1	306	1	336
Flight Training	404	201	466	235
Professional Training in Military and Civilian Institutions	28	-	28	-

## **C. Civilian Force Management**

### **1. General**

Civilians comprise approximately one third of Air Force manpower. Civilian end strength includes Air Force Reserve military technicians, who serve their units as civilians during peacetime, and as uniformed members upon mobilization. The civilian work force supports the Air Force mission in numerous capacities. Their largest concentrations are in Air Force Logistics Command, where they perform depot level maintenance on major weapons systems, as well as materiel management and distribution; and in Air Force Systems Command, where they perform basic scientific research, technology development, and contract management functions. These functions and associated personnel will be merged into Air Force Materiel Command in June 1992. However, all major commands and organizations depend on the contributions of civilian employees to accomplish the mission, with civilians assigned to virtually every Air Force installation worldwide.

### **2. Major Program Changes**

Air Force civilian manpower levels for FY 1991 reflect the effects of hiring restrictions and significant reductions taken in the FY 1992 President's Budget. With significant changes occurring in the world, civilian manpower requirements are being reduced concurrent with force structure. Reductions are anticipated to continue in future years as further programmatic changes occur and as available funding is decreased. Many reductions will be accomplished through attrition and reduced accessions, although involuntary separations will occur as missions are resized and installations closed. Conversion of military to civilian positions will continue to add to the challenge of resizing and restructuring, while maintaining the necessary skills balance within the work force.

To ease the impact of base closures on civilian employees, the Air Force developed and shared the "lessons learned" at Pease AFB, NH, which was closed in March 1991. Each base identified for closure will develop a transition program tailored to their work force and community. At Chanute AFB in Rantoul, IL, the program, Project CHOICE, represents the combined work of the base, local community, and state. Located in the civilian personnel office, it serves both military and civilian employees, and provides job search information and assistance, as well as access to training programs and Joint Training Partnership Act funds. Similar programs are on line at Lowry AFB, CO, and Mather AFB, CA.

Headquarters USAF transition assistance initiatives include Air Force-wide reduction-in-force training for civilian personnel specialists, periodic meetings of representatives from closing installations, a periodic newsletter, and assistance resolving specific policy issues.

### **3. Civilian Employment**

The elimination of statutory ceilings on the stateside work force has provided the Air Force the ability to manage its work force requirements from a resource perspective. However, civilian ceilings on

**TABLE VI-4**  
**AIR FORCE CIVILIAN PROGRAMMED MANPOWER STRUCTURE, PROGRAMMED MANNING AND END STRENGTH**  
(In Thousands)

CIVILIAN	FY 1991		FY 1992			FY 1993		
	AUTH	INV	RQMT	AUTH	% MNG	RQMT	AUTH	% MNG
<b><u>DPPC</u></b>								
<b><u>STRATEGIC</u></b>	<u>9.3</u>	<u>8.6</u>	<u>9.4</u>	<u>9.2</u>	<u>98</u>	<u>10.3</u>	<u>10.1</u>	<u>98</u>
Offensive Strat Forces	4.1	4.0	4.5	4.4	98	5.4	5.3	98
Defensive Strat Forces	3.7	3.4	3.5	3.5	100	3.5	3.5	100
Surveillance Forces	1.5	1.2	1.4	1.3	93	1.4	1.3	93
<b><u>TACTICAL/MOBILITY</u></b>	<u>29.9</u>	<u>29.8</u>	<u>35.0</u>	<u>30.4</u>	<u>87</u>	<u>34.0</u>	<u>29.3</u>	<u>86</u>
Tactical Air Forces	15.0	15.9	15.5	15.3	99	15.1	14.9	99
Mobility Forces	14.9	13.9	19.5	15.1	77	18.9	14.4	76
<b><u>COMMUNICATIONS/INTEL</u></b>	<u>7.5</u>	<u>6.7</u>	<u>7.3</u>	<u>7.0</u>	<u>96</u>	<u>7.4</u>	<u>7.1</u>	<u>96</u>
Centrally Managed Comm	5.1	4.5	4.7	4.4	94	4.8	4.5	94
Intelligence	2.4	2.2	2.6	2.6	100	2.6	2.6	100
<b><u>COMBAT INSTALLATIONS</u></b>	<u>44.0</u>	<u>44.2</u>	<u>43.2</u>	<u>37.9</u>	<u>88</u>	<u>44.1</u>	<u>39.5</u>	<u>90</u>
<b><u>FORCE SUPPORT TRAINING</u></b>	<u>2.1</u>	<u>1.6</u>	<u>2.3</u>	<u>2.0</u>	<u>87</u>	<u>2.0</u>	<u>1.8</u>	<u>90</u>
<b><u>MEDICAL SUPPORT</u></b>	<u>10.1</u>	<u>9.4</u>	<u>9.7</u>	<u>9.0</u>	<u>93</u>	<u>10.0</u>	<u>9.4</u>	<u>94</u>
<b><u>JOINT ACTIVITIES</u></b>	<u>3.2</u>	<u>2.7</u>	<u>3.5</u>	<u>3.4</u>	<u>97</u>	<u>3.4</u>	<u>3.3</u>	<u>97</u>
Int'l Military Org	1.7	1.4	1.6	1.5	94	1.5	1.4	93
Unified Commands	0.3	0.3	0.3	0.3	100	0.3	0.3	100
Federal Agency Support	0.1	0.1	0.2	0.2	100	0.2	0.2	100
Joint Staff	*	*	*	*		*	*	
OSD/Def Agencies	1.1	0.9	1.4	1.4	100	1.4	1.4	100
<b><u>CENTRAL LOGISTICS</u></b>	<u>69.6</u>	<u>66.9</u>	<u>64.7</u>	<u>62.1</u>	<u>96</u>	<u>61.0</u>	<u>58.3</u>	<u>96</u>
<b><u>SERVICE MANAGEMENT HQs</u></b>	<u>7.2</u>	<u>6.4</u>	<u>6.2</u>	<u>6.0</u>	<u>97</u>	<u>5.9</u>	<u>5.7</u>	<u>97</u>
Combat Commands	2.5	2.2	2.1	2.1	100	1.7	1.7	100
Support Commands	4.7	4.2	4.1	3.9	95	4.2	4.0	95
<b><u>R&amp;D/GEOPHYSICAL ACTYS</u></b>	<u>10.4</u>	<u>10.7</u>	<u>10.8</u>	<u>10.2</u>	<u>94</u>	<u>10.8</u>	<u>10.0</u>	<u>93</u>
Research and Development	8.5	9.5	9.2	8.7	95	9.1	8.4	92
Geophysical Activities	1.9	1.2	1.6	1.5	94	1.7	1.6	94
<b><u>TRAINING AND PERSONNEL</u></b>	<u>10.0</u>	<u>9.3</u>	<u>12.8</u>	<u>11.2</u>	<u>88</u>	<u>13.0</u>	<u>11.5</u>	<u>88</u>
Personnel Support	3.5	3.6	6.4	5.5	86	6.1	5.2	85
Individual Training	6.5	5.7	6.4	5.7	89	6.9	6.3	91
<b><u>SUPPORT ACTIVITIES</u></b>	<u>35.6</u>	<u>36.4</u>	<u>35.2</u>	<u>30.0</u>	<u>84</u>	<u>33.0</u>	<u>27.9</u>	<u>86</u>
Support Installations	29.6	30.5	27.6	22.7	82	25.4	20.6	81
Centralized Support Act'y	6.0	5.9	7.6	7.3	95	7.6	7.3	96
<b><u>END STRENGTH IN THE BUDGET</u></b>	<u>238.9</u>	<u>232.7</u>	<u>240.1</u>	<u>218.4</u>	<u>91</u>	<u>234.8</u>	<u>213.9</u>	<u>91</u>

Note: Details may not sum to totals due to rounding.

\*Less than 50

overseas work years remain in effect. In addition, a ceiling was added on foreign national indirect hire end-strength. These ceilings should be eliminated because they reduce flexibility for programmatic manpower adjustments.

### III. AIR FORCE MANPOWER REQUIREMENTS BY DEFENSE PLANNING AND PROGRAMMING CATEGORY (DPPC)

#### A. Strategic

##### 1. Offensive Strategic Forces

##### Offensive Strategic Forces (PAA)

<u>Active Force</u>	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Bombers</u>			
B-52	171	158	117
B-1B	90	84	84
B-2	0	0	3
<u>Tankers</u>			
KC-135	436	379	317
<u>Missiles</u>			
Minuteman	950	880	802
Peacekeeper	50	50	50
<u>Reserve Forces</u>			
<u>Tankers</u>			
ANG KC-135	128	148	172
AFR KC-135	30	30	50

Offensive Strategic Forces consist of combat aircraft and intercontinental ballistic missiles under the control of the Strategic Air Command (SAC). SAC's primary mission is to deter nuclear war by maintaining the ability to deliver nuclear weapons to any part of the world. SAC is also capable of delivering conventional weapons with its bomber aircraft.

##### Offensive Strategic Forces Manpower (in thousands)

	<u>FY 91*</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	44.7	43.5	39.2
Reserve			
ANG	9.2	10.9	12.7
AFR	2.3	2.2	3.5
<u>Civilian</u>	4.0	4.4	5.3

\*Adjusted to reflect Selected Reserve personnel called to active duty for OPERATION DESERT SHIELD/STORM.

FY 1992 active military manpower decreases result from transfer of 20 KC-135s to ANG and AFR (-320), conversion of 14 KC-135s to BAI status (-252), elimination of KC-135 wing overhead (-220), retirement of an additional 25 KC-135s (-425), elimination of B-52 tail gunners (-522), conversion of 6 B-1Bs to BAI status (-155), initial retirement of Minuteman II ICBMs (-100), miscellaneous ICBM program adjustments (-202), and reduction of operational headquarters (-193). These were partially offset by military increases in B-52 aircraft maintenance (+359), conversion of Numbered Air Forces to operational headquarters (+359), Advanced Cruise Missile (+100), and preparation for the first operational B-2 wing (+352).

The FY 1993 active military manpower decrease results from retirement of 41 B-52Gs (-3145), transfer of 44 KC-135s to the ANG and AFR (-867), retirement of an additional 25 KC-135s (-425), continued retirement of Minuteman II ICBMs (-274), miscellaneous ICBM program adjustments (-60), and a reduction in operational headquarters (-223). There is an increase in military to support the first three operational B-2 aircraft (+385), and B-52 rebasing adjustment (+291).

The Air National Guard air refueling capability increases in FY 1992 with an increase in units and PAA (+1774). In FY 1993 an additional two units convert from Tactical forces (+1473) and an increase of a 4 PAA squadron (+284) is reflected.

Air Force Reserve received 20 additional KC-135 E/R tanker aircraft in FY 1993 (+1341 drill).

Increases in civilian manpower for FY 1993 accompany 44 KC-135s transferred to the ANG and AFR (+918). This is partially offset by civilian manpower decreases due to reductions in operational headquarters (-21).

## 2. Defensive Strategic Forces

### Defensive Strategic Forces (PAA)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Active Force</u>			
F-15	18	0	0
<u>Reserve Forces</u>			
ANG F-16	180	180	180
ANG F-15	36	36	36

Air Force Strategic Defensive Forces include aircraft and ground radars of Tactical Air Command and Air National Guard, and ground radars of Pacific Air Forces for atmospheric tactical warning/attack assessment, airspace control and limited defense.

Defensive Strategic Force Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	3.1	2.3	2.2
Reserve			
ANG	9.4	8.8	8.8
<u>Civilian</u>	3.4	3.5	3.5

The FY 1992 decrease in active military manpower is attributed to a reduction in fighter interceptors (-600) and Over-the-Horizon Backscatter (OTH-B) radar (-400). This reduction is partially offset by the realignment of the Air Defense Numbered Air Force into this DPPC (+200).

The decrease in the Air National Guard manpower in FY 1992 is a reflection of an overexecution of the FY 1991 program.

3. Strategic Control and Surveillance Forces

In FY 1991, Control and Surveillance Forces include 27 PAA EC-135 Post Attack Command and Control System aircraft, which are used by the Strategic Air Command for airborne command posts, communications relay, and launch control centers. Three PAA E-3B National Emergency Airborne Command Post aircraft serve as the most survivable part of the National Military Command System. Ground surveillance assets include the Distant Early Warning line, North Warning System, and Joint Surveillance System (47 FAA radars, aerostats, ground system connectivity, and Region Operational Control Centers/Sector Operational Control Centers). Additionally, the ground environment activities include the NORAD Command Post in Cheyenne Mountain near Colorado Springs, CO; the Consolidated Space Operations Center at Falcon AFB, CO; three ballistic missile early warning sites; six Submarine Launch Ballistic Missile detection and warning sites; six SPACETRACK facilities consisting of radars and ground-based electro-optical deep space surveillance system sites; and space-based Tactical Warning/Attack Assessment (Defense Support Program) and its associated ground and mobile support system.

Strategic Control and Surveillance Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	10.6	7.7	7.3
Reserve			
ANG	.5	.5	.5
<u>Civilian</u>	1.2	1.3	1.3



The FY 1992 active military decrease results from military-to-civilian conversion (-70), retirement of 28 EC-135 Airborne National Command Post (ABNCP) aircraft (-1712), Air Force Communications Command program realignments (-726), modification of Looking Glass Alert (-87), SAC program realignments (-101), and classified program adjustments (-81). The FY 1993 decrease results from base closure adjustments (-39), modification of Looking Glass Alert (-86), military-to-civilian conversions (-54), ABNCP restructure (-228), space surveillance program adjustments (+53), and SAC communications support adjustment (+70).

## B. Tactical/Mobility

### 1. Tactical Air Forces

#### Tactical Air Forces (PAA)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Active Force</u>			
Tactical Fighter Wing Equivalents	21.5	16.8	16.1
Tactical Fighter Aircraft	1595	1232	1198
Reconnaissance Aircraft (RF-4C and TR-1)	24	6	6
Special Operations Aircraft	77	81	98
Airborne Warning and Control Aircraft (E-3)	29	29	29
Airborne TACS Aircraft (OV-10, OA-37, OA-10)	65	58	64
Electronic Combat Aircraft <u>1/</u>	42	45	45
Tanker/Cargo Aircraft (KC-10)	57	57	57
<u>Reserve Forces</u>			
ARC TAC Fighter Wing Equivalents	11.75	11.8	11.3
ANG Fighter Aircraft	689	695	677
AFR Fighter Aircraft	222	222	204
ANG Reconnaissance Aircraft (RF-4C)	108	108	72
AFR Special Operations Aircraft	13	14	14
AFR TACS Aircraft (OA-10)	0	0	18
ANG Airborne TACS Aircraft (OA-37, OA-10)	54	24	30
ANG Special Operations Aircraft (EC-130)	6	6	6
Tanker/Cargo Squadron (KC-10)			
(AFR-Assoc) <u>2/</u>	3	3	3

1/ Includes EF-111A and EC-130H (Compass Call) squadrons.

2/ Associate squadrons currently provide one-half of the wartime required aircrews for utilization with active USAF squadrons.

Tactical Air Forces consist of the tactical fighter, attack, reconnaissance, special operations, and command and control aircraft (for close air support, interdiction, counterair, reconnaissance), tanker/cargo aircraft, and special purpose missions. Manpower supporting these forces includes air crews, organizational and intermediate aircraft maintenance personnel, weapon systems security, and munitions maintenance personnel. Also included in this category are the forces and manpower for the Air Force's Tactical Air Control System, the Air Force Operational Test and Evaluation Center, civil engineering RED HORSE (Rapid Engineer Deployable, Heavy Operational Repair Squadron, Engineer) squadrons and tactical intelligence squadrons.

### Tactical Air Forces Manpower (in Thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	89.9	79.9	75.1
Reserve			
ANG	51.3	51.3	50.1
AFR	11.1	11.3	11.2
<u>Civilian</u>	15.9	15.3	14.9

The FY 1992 active duty military decrease is associated with reductions in force structure (-10,108) and War Reserve Materiel (WRM) (-193). The reduction is partially offset by increases in the Numbered Air Force conversion to operational headquarters (+558). The remainder is due to understrength (-264). The FY 1993 reduction is a result of further decreases in force structure (-2980), RED HORSE squadrons (-140), WRM (-212), NFIP (-1331), Clark AB, Philippines, closure (-45), and management headquarters (-175).

The Air National Guard tactical force structure decrease in FY 1993 results from continued modernization and the conversion of two units to strategic forces. The last units convert from the A-7 aircraft (-4448), three units convert from the A-10 (-2372), and the reconnaissance force reduces by two units (-1655). The tactical force structure increases in the F-16 (+6381), the F-4G (+903) and by 12 PAA in the OA-10 (+116). The funded level of manning in civil engineering is reduced (-136).

In FY 1993, one A-10 squadron (18 PAA) was re-rolled to OA-10s, one squadron was converted to F-16s, and 18 OA-10s were added to existing wings (-159 Drill) in USAFR.

The FY 1993 civilian decrease is driven by force structure changes (-170), reductions associated with the hiring freeze (-79), and reductions in management headquarters activities (-40).

## 2. Mobility Forces

### Mobility Forces (PAA)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Active Force</u>			
Tactical Airlift Aircraft	170	160	157
Strategic Airlift Aircraft	288	282	243
Aeromedical Aircraft*	18	18	18
<u>Reserve Forces</u>			
ANG Tactical Airlift Aircraft	176	169	168
AFR Tactical Airlift Aircraft	120	116	100
Strategic Airlift (AFR-unit equipped)	36	40	60
Strategic Airlift (ANG-unit equipped)	19	23	27
ANG Rescue Aircraft	24	24	24

Strategic Airlift Squadrons (AFR-Assoc) 1/	17	18	16
Aeromed Airlift Squadrons (AFR-Assoc) 1/	1	1	1

\*Manpower to support Aeromedical activities is counted in the Medical DPPC.

1/ Associate airlift squadrons provide aircrews and maintenance personnel for utilization with active USAF squadrons. These include one C-9 aeromedical evacuation squadron, four C-5 squadrons, and 13 C-141 squadrons in FY 1990 through 1993. The AFR adds a C-17 associated squadron and loses 2 squadrons with the closure of Norton AFB, CA, in FY 1993.

Air Force Mobility Forces consist of the tactical airlift, strategic airlift, and aerospace rescue and recovery aircraft of the Military Airlift Command and the ARC. Manpower supporting these forces includes crews, organizational and intermediate aircraft maintenance, and aircraft security personnel. This category also includes manpower for aerial port operations, Air Force special airlift missions, and administrative airlift.

Mobility Forces Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	34.0	33.5	31.3
Reserve			
ANG	19.2	19.8	20.3
AFR	39.6	38.4	37.9
<u>Civilian</u>	13.9	15.1	14.4

In FY 1992 the Airlift Support Industrial Fund migrated into the Transportation portion of the Defense Business Operations Fund.

The decrease in active military in FY 1993 results from the retirement of 20 C-141s (-830), the accelerated drawdown of 36 Norton AFB, CA, C-141s (-1728), an increase of 8 MH-60s (+125), and an increase of 160 active positions to support C-141 transfer to the reserve.

During FY 1992, one ANG C-130 unit will convert to C-141 aircraft (+211). The remaining ANG increase (+351) reflects an under-execution of the FY 1991 program. A total of 19.7K was authorized, but actual end strength was only 19.2K on 30 September 91. The funded level of manpower in the C-130 program is increased (+135) in the ANG in FY 1993.

The AFR decrease in FY 1992 is due to a reduction in Aerial ports (-254) and C-130 airlift (-1662). These actions were partially offset by increases for C-141 airlift (+221), C-5 airlift (+157), aeromedical evacuation (+207), and C-17 airlift (+86). In FY 1993, further reductions were caused by Aerial Ports (-321), C-130 airlift (-626), and aerospace rescue/recovery (-44), partially offset by increases to C-17 airlift (+145), and C-141 airlift (+433).

The civilian increase in FY 1992 results from unit undermanning in the Air Force Reserves (-480) and ANG (+150) for personnel activated and deployed under OPERATION DESERT SHIELD/STORM and effects of the hiring freeze in Military Airlift Command (-320) in FY 1991. Also there was an ANG C-5 increase (+160) and AFR's respread of C-130 assets (+130). The decrease in FY 1993 results from the accelerated drawdown of 36 Norton AFB, CA, C-141s (-351), the retirement of 20 C-141s (-73), AFR's drawdown of C-130s (-155), AFR's rescue respread (-53), the depot level repairables drawdown (-20), the civilian reduction extension (-16), and the C-141 crew ratio reduction (-10).

### C. Communications/Intelligence

#### 1. Centrally Managed Communications Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	14.8	13.7	13.4
Reserve			
ANG	11.2	12.2	12.2
AFR	.1	.1	.1
<u>Civilian</u>	4.5	4.4	4.5

The active military decrease in FY 1992 is due to Air Force Communications Command (AFCC) management headquarters adjustments (-598), AFCC program realignments (-323), and base closure actions (-202). The decrease in FY 1993 is due to base closure actions (-174), MILSTAR program adjustments (+50), AFCC program realignments (+204), AFCC DMR initiatives (-129), engineering and installations restructure (-113), and military-to-civilian conversions (-143).

The growth in the Air National Guard in 1992 reflects a realignment of spaces from Combat Communications (+1000) to reflect Air Force organizational structure changes.

The civilian increase in FY 1993 is due to civilian funding level adjustments (+182), military-to-civilian conversions (+159), civilian reductions resulting from the hiring freeze (-189), and AFCC management headquarters adjustments (-25).

#### 2. Intelligence Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	16.4	15.8	16.6
<u>Civilian</u>	2.2	2.6	2.6

The active military decrease in FY 1992 results from programmatic reductions in classified programs. The active military increase in

FY 1993 results from a transfer of an unclassified non-intelligence program into a classified intelligence program.

In FY 1993 AFR decreased IMAs due to reduced requirements and overages in many selected wartime skills (-87).

D. Combat Installations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	100.0	97.3	83.6
Reserve			
ANG	3.8	2.5	2.5
AFR	11.0	10.4	10.0
<u>Civilian</u>	44.2	37.9	39.5

The active military decrease in FY 1992 results from base closure actions (-3641), DMR initiatives (-1528), military-to-civilian conversions (-909), force structure adjustments (-599), and realignment of child development/family support centers to the Personnel Support DPPC (-106). This is partially offset by improved manning (+3957). The decrease in FY 1993 stems from base closure actions (-6854), military-to-civilian conversions (-996), DMR initiatives (-1952), force structure changes (-1671), reductions to management headquarters (-530), transfer of manpower to the OSD/Defense Agencies and Activities DPPC for creation of the Defense Finance and Accounting Service (-1027), PC III adjustments (-235) and program review (-364).

In FY 1992, the ANG realigned 1000 spaces to Combat Communications to reflect changes in the Air Force structure. The remaining reflects an overexecution of the 1991 program.

In FY 1992, the AFR reduced civil engineering (-536). In FY 1993, civil engineering was reduced further (-500).

The civilian decrease in FY 1992 is attributed to a civilian reduction (-3166), base closure actions (-1583), DMR initiatives (-470), force structure adjustments (-281), program realignment of child development/family support centers to the Personnel Support DPPC (-747). These decreases are partially offset by increases resulting from the military-to-civilian conversion (+922), decreases resulting from hiring freeze (-464) and transfer to Support Activities DPPC for Vandenberg AFB, CA, transfer to SPACECOM (-460). The increase in FY 1993 is attributed to a civilian adjustment (+2073), military-to-civilian conversion (+987), commercial activity (A-76) adjustments (+82), stock funding of depot level repairables (+543) and DMR initiatives (+47). This is partially offset by decreases for base closure actions (-702), management headquarters reduction (-63), transfer to the OSD/Defense Agencies DPPC (See Chapter VII) to establish the Defense Accounting and Finance Service (-1148), and force structure changes (-159).

**E. Force Support Training Manpower (in thousands)**

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	20.8	18.9	18.4
<u>Civilian</u>	1.6	2.0	1.8

The FY 1992 active military decrease is due to reductions in TAF/Strategic Airlift training requirements (-1600), military-to-civilian conversion (-100), and the transfer of the Air Weapons School to the Individual Training DPPC. The FY 1993 decrease is due to reductions in TAF/Strategic/Airlift training requirements (-600).

The FY 1993 civilian decrease is due to reduced training requirements (-100) and anticipated impact of the civilian hiring freeze (-100).

**F. Medical Support Manpower (in thousands)**

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	40.7	40.5	37.6
Reserve			
ANG	4.7	5.0	5.0
AFR	4.1	4.0	4.0
<u>Civilian</u>	9.4	9.0	9.4

The decrease in FY 1993 active military is primarily caused by military-to-civilian conversions (-535), and programmatic reductions for base closures and force structure decreases (-2400).

The growth in FY 1993 civilians results from military-to-civilian conversions (+535) and increases for expansion of cost effectiveness programs (+620). These are partially offset by programmatic reductions for approved base closure actions (-750).

**G. Joint Activities Manpower (in thousands)**

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	14.4	16.9	19.3
Reserve			
ANG	.8	.8	.8
AFR	1.2	1.2	1.2
<u>Civilian</u>	2.7	3.4	3.3

The active military increase in FY 1992 is caused primarily by an increase in Special Operations Forces (SOF) (+1367) and the transfer

of in-service Air Force authorizations to two new Defense Agencies: The Defense Finance and Accounting Service (+223) and the Defense Commissary Agency (+943). There is a slight decrease in military manpower with reimbursable foreign military sales (-60). In FY 1993, the increase is attributable primarily to additions in the SOF (+738) and further transfer of in-service Air Force authorizations to the Defense Finance and Accounting Service (+1730). There are decreases in military manpower associated with reimbursable foreign military sales (-41), Headquarters United States Transportation Command (-15), and Defense Mapping Agency (-93).

In FY 1992 civilian increase is due to an increase in civilian manpower associated with arms control (+103) and increases in the SOF (+519). Other increases are associated with reimbursable foreign military sales (+53), other defense security assistance (+20), and increases in several unified commands (+39). The FY 1993 decrease includes reductions to reimbursable foreign military sales (-30), SOF (-20), and some unified commands (-9).

#### H. Central Logistics Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	9.0	8.5	8.0
<u>Civilian</u>	66.9	62.1	58.3

Active military reductions in FY 1992 were due to the conversion of military spaces to civilian (-114), AFSC and AFLC streamlining (-347), Peacekeeper rail garrison program cancellation (-42), decreased C-5 maintenance security (-100), and reduced manning levels (-211). These decreases were partially offset by an internal AFSC total program review (+316). Reductions in FY 1993 were caused by an AFSC streamlining initiative (-273) and the conversion of military end strength to civilian (-175).

Several actions drove reductions in civilian end strength in FY 1992. Both AFLC and AFSC restructured and streamlined (-702), civilian reduction (-839), headquarters reduction (-45), competition advocacy (-200), transfer of Contract Management Division to DLA (-213), force structure support reductions (-2133), and Sacramento depot transfer to DLA (-716). The reductions were partially offset by a military-to-civilian conversion (+114). Major actions which reduced the civilian end strength in FY 1993 included AFLC restructuring initiatives (-1595), civilian adjustment (-465), force structure reductions (-1951), and consolidation actions (-888). These decreases were partially offset by military-to-civilian conversion (+175), AFLC program adjustments (+390), growth in Central Design (+176), and AFSC program adjustments (+330).

I. Service Management Headquarters Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	11.3	10.3	9.7
Reserve			
ANG	.1	.1	.1
AFR	.3	.3	.3
<u>Civilian</u>	6.4	6.0	5.7

Active military decreases are due to management structure review streamlining (-992), United States Air Force - Europe reduction (-273), realignment of special operations end strength accountability to United States Special Operations Command (-135), realignment to operational activities -- Headquarters Air Force Communications Command (-252) and numbered air forces (-1058), and Military Airlift Command realignment (-273). These decreases are partially offset by restructuring/reorganizing actions resulting in functional realignments to major command staffs (communications [+882], weather [+95], and intelligence [+40]), and improved manning in FY 1992 (+839). In FY 1993, decreases are attributed to management structure review streamlining (-925), partially offset by restructuring/reorganizing actions resulting in functional realignments to major command staffs (+83), and numbered air forces (+294).

The FY 1993 civilian decrease results from management structure review streamlining (-382) and restructuring/reorganizing actions resulting in functional realignments to major command staffs (Headquarters Air Combat Command and Air Mobility Command transfer [-235]). Offsetting actions include: restructuring/reorganizing actions resulting in functional realignments to major command staffs (communications [+32] and numbered air forces [+38]) and civilian adjustments (+185).

J. Research and Development/Geophysical Activities

1. Research and Development Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	6.9	6.2	5.7
<u>Civilian</u>	9.5	8.7	8.4

The active military decrease in FY 1992 results primarily from the Air Force Systems Command (AFSC) restructure (-453), the military-to-civilian conversion (-155), Acquisition/Operations & Maintenance transfer (-43), and test aircraft maintenance (-50). The decrease in FY 1993 is due to the AFSC restructure (-295), military-to-civilian conversions (-126), contract actions (-80), and test aircraft maintenance (-30).



The civilian decrease in FY 1992 stems mainly from effects of the hiring freeze (-967) which is partially offset by the military-to-civilian conversions (+155). The decrease in FY 1993 results from the AFSC restructure (-486), which is partially offset by the military-to-civilian conversion (+126) and an increase to clothing and textiles (+49).

2. Geophysical Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	7.2	6.8	6.6
Reserve			
ANG	.6	.6	.6
AFR	.1	.2	.1
<u>Civilian</u>	1.2	1.5	1.6

The active military decrease in FY 1993 is due to base closures (-112), Air Force Communications Command operability and productivity enhancements (-99), and military-to-civilian conversions (-25).

The decrease in USAFR in 1993 is due to operational streamlining in weather (-66).

The civilian increase in FY 1993 is primarily caused by an adjustment to the civilian reduction previously implemented (+71) and military-to-civilian conversions (+25).

K. Training and Personnel

1. Personnel Support Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	5.6	5.6	5.4
Reserve			
ANG	.5	.5	.5
AFR	.3	.3	.3
<u>Civilian</u>	3.6	5.5	5.2

In FY 1993, active military manpower decrease due to recruiting activities decrease (-45), American Forces Radio/TV network decrease as part of an organizational streamlining action (-50), and education services were reduced in conjunction with base closure actions and commercial activities study initiatives (-40).

The civilian increase in FY 1992 results from improved manning (+400), the transfer of Child Development and Family Support Center spaces from the Combat and Support Installations DPPC and growth to comply with

congressional direction (+1550). This increase was partially offset by a decrease in the Palace Acquire program (-125). In FY 1993, the decrease is caused by further decreases to the Palace Acquire program (-125) and reduced civilian training requirements (-62).

2. Individual Training Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	15.4	14.9	14.8
Reserve			
ANG	3.4	2.5	2.5
AFR	.1	.1	.1
<u>Civilian</u>	5.7	5.7	6.3

Active duty military decreases in FY 1992 are caused primarily by military-to-civilian conversions (-170) and reductions in the flying training programs (-400). The FY 1993 decrease is created by military-to-civilian conversions (-300) and further decreases to flying training (-200). These decreases are partially offset by increases in officer and enlisted accessions (+300) and transfer of Air Weapons School from Support training (+100).

During FY 1992, the ANG decreases due to the number of aircraft at the RF-4 Replacement Training Unit is reduced by six (-91). Since this type unit is primarily comprised of full-time personnel, the number of drilling reservists also reduces (-807).

In FY 1993, there is civilian growth from military-to-civilian conversions (+400) and adjustments to the ANG aircraft training program (+170).

L. Support Activities

1. Support Installations Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	22.5	22.5	19.1
<u>Civilian</u>	30.5	22.7	20.6

The FY 1993 military decrease results from base closure actions (-1885), DMR initiatives (-573), OSD directed reductions (-306), military-to-civilian conversion (-200), and transfer of Defense Finance and Accounting Service (DFAS) spaces to the OSD/Defense Activities DPPC (See Chapter VII) (-726). This decrease was partially offset by training base support additions (+190).

The FY 1992 civilian decrease results from transfer of service commissaries to the Defense Commissary Agency (-7864), base closure actions (-96), implementation of DMR initiatives (-412), Air Force Logistics Command restructure (-786) and reduced manning levels (-617). These reductions were partially offset by military-to-civilian conversions (+314) and civilian adjustments (+1651). The FY 1993 decreases were a result of base closures (-790), DMR initiatives (-444), and transfer of resources to the DFAS (-717).

## 2. Centralized Support Activities Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	10.7	9.8	9.1
Reserve			
ANG	1.7	1.1	1.1
AFR	.4	.4	.2
<u>Civilian</u>	5.9	7.3	7.3

The active military decrease in FY 1992 is due to Test Range Program realignments (-209), reductions in combat developments (-260), Defense Base Operating Fund adjustments (+77), Defense Finance and Accounting Service adjustments (-394), Information Management Automation programs (+153), and personnel administration program reductions (-201). The decrease in FY 1993 results primarily from reductions in investigative activities (-97), personnel administration program reductions (-217), and Defense Finance and Accounting Service and other support adjustments (-345).

Due to fiscal constraints, the ANG was programmed at approximately 65 percent of the required level. FY 1991 was executed at a higher level. Losses will occur in FY 1992 which should more closely align the actual FY 1992 figure with the programmed number.

In FY 1993 USAFR reduced numbered air forces and transferred functional responsibility to HQ AFRES (-286).

The civilian decrease in FY 1992 results primarily from Test Range (-267), environmental (-165), and information management automation (-98), environmental restoration (-165), test range program adjustments (-267), and Defense Legal Service support adjustments (-71). Reductions are offset by the establishment of Defense Business Operating Fund (+1831) and Defense Finance and Accounting Service adjustments (+87).

## M. Individuals

### 1. Transients (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	6.8	7.0	6.9

2. Patients, Prisoners, and Holdees (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	.5	.4	.4

3. Trainees and Students (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	21.2	20.9	22.7
Reserve			
ANG	1.2	1.4	1.4
AFR	1.1	1.7	1.7

In FY 1992, active military end strength decreases result from reductions in flying training and weapon specific training (-950 and -1000 respectively). However, these reductions are mostly offset by training increased accessions (+1650). FY 1993 increases are primarily tied to increased accession training (+1900) offset by further reductions in flying training (-100).

In FY 1992 AFR appears to increase student/trainee end strength (+598), but this represents the true baseline non-prior service accession requirement. The FY 1991 number represents accessions actually achieved.

4. Cadets/Midshipmens (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	4.4	4.3	4.2

Cadet decreases reflect implementation of congressional direction and intent to reduce cadets in concert with total end strength reductions.

N. Undistributed Manpower (in thousands)

	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>
<u>Military</u>			
Active	0	-2.1	-6.7

## **CHAPTER VII**

### **DEFENSE AGENCIES AND RELATED ORGANIZATIONS**

#### **I. INTRODUCTION**

In 1958, the Congress authorized the Secretary of Defense to integrate as a separate organizational entity, "any supply or service activity common to more than one military department, whenever (he) determines it will be advantageous to the Government in terms of effectiveness, economy, or efficiency". Since that time, the Secretary has utilized that authority several times to create most of the organizations contained within this chapter. Those organizations that did not receive their charters from the Secretary of Defense were created by Public Law. The missions of Defense Agencies vary widely, ranging from communications, mapping, intelligence, education, logistics, and other support to the Military Services and other parts of the federal government. Functional consolidations increase the Department's efficiency and permit the Services to devote a greater portion of their resources to their primary military missions. The Secretary continues to use this management philosophy to improve the effectiveness and efficiency of Defense operations.

The Office of the Secretary of Defense (OSD), assisted by the Joint Staff (JS), oversees, assigns responsibilities, and periodically evaluates the organizational effectiveness of Defense Agencies, DoD Field Activities, and other organizational entities that exist outside of the Military Departments.

#### **II. MISSIONS AND MANPOWER REQUIREMENTS**

The missions and associated manpower requirements of 29 different Defense components that exist outside of the Military Services, are discussed within this chapter, including:

- A. Office of the Secretary of Defense (OSD);
- B. Joint Staff (JS);
- C. 14 Defense Agencies;
- D. 7 DoD Field Activities; and
- E. 6 Other Defense-Related Organizations and Activities.

The manpower data depicted reflects the actual end strength assigned on the last day of FY 1991, the end strength programmed for FY 1992, and the end strength level requested for FY 1993. The military strength figures represent Active Component manpower allocations to organizations outside of the Services, and are also reflected in the Active Component strength levels of the respective Military Departments. It is appropriate to display the military personnel strength contribution to these organizations since this manpower represents an essential element of each organization's total resource requirement. The manpower data, displayed by Defense Planning and Programming Category (DPPC), is portrayed at the end of this chapter.

**DEFENSE AGENCIES AND RELATED ORGANIZATIONS**  
**CONSOLIDATED MANPOWER**  
(End Strength in Whole Numbers)

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	35,833	39,537	43,413
Officer	(10,851)	(11,537)	(11,898)
Enlisted	(24,982)	(28,000)	(31,515)
Civilian	117,456	140,176	151,200
Total	153,289	179,713	194,613

Defense Agency manpower, as a whole, is projected to increase by 8.3 percent (or 14,900 spaces) between FY 1992 and FY 1993. The aggregate increase is comprised of civilian manpower increases of 7.9 percent (or 11,024 spaces) and military strength increases of 9.8 percent (or 3,875 billets).

The net increase in Defense Agency manpower, as a whole, is primarily the result of numerous Defense Management Report (DMR) initiatives which have resulted in the functional transfer and DoD-wide consolidation of certain functions previously performed by the Military Services. These include continued implementation of prior year DMR initiatives associated with the consolidation of accounting and finance operations and ADP operations and design centers. In addition, new initiatives associated with the consolidation of medical resource management with the Office of the Secretary of Defense and the reorganization of DoD intelligence resources are also reflected.

The net increase in Defense Agency strength has been offset by manpower decreases due to reduced levels of program funding associated with military force structure reductions, DMR initiatives to reduce Defense Agency operating costs by 15 percent by FY 1993, and congressionally-directed management headquarters reductions. In addition, Defense Agencies' manpower estimates reflect the civilianization of over 500 military billets between FY 1991 and FY 1993.

An explanation of the changes in each Component's operating strength levels between FY 1992 and FY 1993 is provided below along with the year-end actual strength for FY 1991.

**A. OFFICE OF THE SECRETARY OF DEFENSE (OSD)**

OSD is the principal staff element of the Secretary, responsible for overall policy development, planning, resource management, and program evaluation.

### OSD Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	802	581	561
Officer	(605)	(488)	(473)
Enlisted	(197)	( 93)	( 88)
Civilian	1,466	1,393	1,447
Total	2,268	1,974	2,008

The OSD amended FY 1993 manpower level reflects congressionally-directed management headquarters reductions, projected military-to-civilian conversions, and OSD's share of Military Service force structure reductions.

### B. JOINT STAFF (JS)

#### JS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	1,278	1,264	1,244
Officer	(894)	(899)	(885)
Enlisted	(384)	(365)	(359)
Civilian	264	263	247
Total	1,542	1,527	1,491

The Joint Staff amended FY 1993 manpower level reflects congressionally-directed management headquarters reductions achieved through organizational streamlining, automation and management information improvements, and functional consolidations.

### C. DEFENSE AGENCIES

There are currently 15 Defense Agencies. However, the National Security Agency is exempted from this submission in accordance with Public Law 89-36.

#### 1. Defense Advanced Research Projects Agency (DARPA)

DARPA manages and directs advanced basic research and development projects which involve high risk and high payoff technologies.

#### DARPA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	25	24	23
Officer	(23)	(23)	(22)
Enlisted	( 2)	( 1)	( 1)
Civilian	130	134	128
Total	155	158	151

The DARPA amended FY 1993 manpower level reflects congressionally-directed management headquarters reductions resulting from consolidation of functions and support-type contracts and the civilianization of 1 officer billet.

## 2. Defense Information Systems Agency (DISA)

DISA is responsible for planning, developing and supporting the command, control, communications, and information systems that serve the needs of the National Command Authorities under all conditions of peace and war. Formerly the Defense Communications Agency (DCA), DISA was established on 25 June 1991 to incorporate the Center for Information Management which is an integral part of the DoD Corporate Information Management program.

## 3. Defense Intelligence Agency (DIA)

The mission of DIA is to satisfy the military foreign intelligence requirements of DoD and other authorized recipients, and to provide the military intelligence contribution to national intelligence. DIA's manpower requirements are not specifically identified in this chapter.

### Communications/Intelligence Manpower

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
Military	4,266	4,446	4,444
Officer	(2,027)	(2,125)	(2,126)
Enlisted	(2,239)	(2,321)	(2,318)
Civilian	6,215	7,235	7,543
Total	10,481	11,681	11,987

The amended FY 1993 manpower level identified to this activity reflects reorganization of Departmental intelligence activities and the programming levels that have been agreed to by the Secretary of Defense and the Director of Central Intelligence.

The FY 1993 manpower dedicated to communications activities reflects additional technical support of the DoD Corporate Information Management initiative and the functional transfer of the Defense Automation Resources Information Center from the Defense Logistics Agency. Military reductions represent civilianization initiatives.

## 4. Defense Contract Audit Agency (DCAA)

DCAA is the Department's "contract" auditor, responsible for providing audit and financial advisory services to DoD Components involved in procurement and contract administration operations.

### DCAA Manpower

	<u>ACTUAL</u>	<u>BUDGET</u>	
	<u>FY 1991</u>	<u>FY 1992</u>	<u>FY 1993</u>
Civilian	6193	5680	5594



The DCAA amended FY 1993 manpower level reflects projected declines in contract funding and implementation of a DMR initiative aimed at achieving reductions in Defense Agency operating costs by 15 percent.

#### 5. Defense Investigative Service (DIS)

DIS is DoD's law enforcement, personnel investigative, and industrial security arm. DIS also provides industrial security services to over twenty Federal civilian agencies.

##### DIS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Civilian	3760	3474	3177

The DIS amended FY 1993 manpower level reflects projected declines in personnel security investigative workload (due to reductions in DoD military and civilian end strength) and projected declines in industrial security requirements (due to reductions in DoD contract funding).

#### 6. Defense Legal Services Agency (DLSA)

DLSA provides centralized legal advice, services, and support to the Office of the Secretary of Defense (OSD) and all of the other organizational entities that exist outside of the Military Departments.

##### DLSA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	3	8	7
Officer	(0)	(1)	(0)
Enlisted	(3)	(7)	(7)
Civilian	81	83	82
Total	84	91	89

The DLSA amended FY 1993 manpower level reflects the civilianization of 1 officer billet.

#### 7. Defense Logistics Agency (DLA)

DLA provides common support supplies and worldwide logistic services across DoD and to other federal agencies and authorized foreign governments. Supply management responsibilities include clothing, subsistence, medical goods, industrial and construction material, general and electronic supplies, and petroleum products. Logistic services include contract administration and management, surplus personal property reutilization and disposal, documentation services to the Research and Development (R&D) community, and operation of the Federal Cataloging System.

### DLA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	1,285	1,463	1,432
Officer	(1,021)	(1,164)	(1,142)
Enlisted	(264)	(299)	(290)
Civilian	<u>55,776</u>	<u>54,268</u>	<u>53,622</u>
Total	<u>57,061</u>	<u>55,731</u>	<u>55,054</u>

The DLA amended FY 1993 manpower level reflects efficiencies resulting from streamlining depots, modernizing/automating materials handling, and a projected decline in contract administration and management workload (due to anticipated reductions to DoD's procurement funding). The decline in military strength represents projected civilian conversions.

#### 8. Defense Mapping Agency (DMA)

DMA provides mapping, charting, and geodetic (MC&G) services in support of the Department's strategic and tactical military operations and weapon systems. DMA also compiles general aeronautical and marine navigation data.

### DMA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	408	428	324
Officer	(164)	(187)	(163)
Enlisted	(244)	(241)	(161)
Civilian	<u>8,021</u>	<u>7,543</u>	<u>7,416</u>
Total	<u>8,429</u>	<u>7,971</u>	<u>7,740</u>

The DMA amended FY 1993 manpower level reflects the functional transfer of accounting and finance positions to the Defense Accounting and Finance Service and reductions as a result of planned reorganizations, consolidations, and closures. In addition, DMA's military end strength decline is a result of civilian conversion.

#### 9. Defense Nuclear Agency (DNA)

DNA acts as the principal staff advisor on matters concerning nuclear weapons, acquisitions, effects on weapon systems and forces, land-based storage facilities, and arms control verification, compliance, development, testing, and evaluation.

### DNA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	534	516	498
Officer	(342)	(339)	(327)
Enlisted	(192)	(177)	(171)
Civilian	<u>770</u>	<u>863</u>	<u>841</u>
Total	<u>1,304</u>	<u>1,379</u>	<u>1,339</u>

The DNA amended FY 1993 manpower level reflects civilianization of military spaces and the functional transfer of accounting and finance positions to the Defense Accounting and Finance Service.

#### 10. Defense Security Assistance Agency (DSAA)

DSAA is responsible for the management of DoD's Military Assistance and Foreign Military Sales Programs.

##### DSAA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	21	27	27
Officer	(18)	(24)	(24)
Enlisted	( 3)	( 3)	( 3)
Civilian	94	88	60
Total	115	115	87

The DSAA amended FY 1993 manpower level reflects the functional transfer of accounting and finance positions to the Defense Accounting and Finance Service.

#### 11. The Strategic Defense Initiative Organization (SDIO)

SDIO was organized in FY 1984 as a research activity designed to eliminate the threat posed by nuclear ballistic missiles, and to increase the contribution of defense systems to U.S. and allied security.

##### SDIO Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	124	121	117
Officer	(113)	(110)	(106)
Enlisted	( 11)	( 11)	( 11)
Civilian	119	134	130
Total	243	255	247

The SDIO amended FY 1993 manpower level reflects reductions relative to the congressionally-directed management headquarters reduction.

#### 12. On-Site Inspection Agency (OSIA)

The OSIA was created in 1988 as a result of the Intermediate-Range Nuclear Forces (INF) Treaty. OSIA is responsible for all on-site inspections in the Soviet Union, all escort duties for Soviet teams visiting the United States, and operation of the Soviet Union Portal Monitoring facility.

### OSIA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	478	688	711
Officer	(190)	(299)	(311)
Enlisted	(288)	(389)	(400)
Civilian	132	357	360
Total	610	1,045	1,071

The OSIA amended FY 1993 manpower level reflects additional strength required to carry out OSIA's inspection and escort duties associated with an increasing number of arms control treaties and agreements.

### 13. Defense Commissary Agency (DeCA)

DeCA was created in November 1990 to provide a more efficient and effective worldwide resale system of groceries and household supplies to members of the Military Services, their families, and other authorized patrons. DeCA also provides a peacetime training environment for food supply logisticians needed in wartime and troop issue subsistence support to military dining facilities.

### DeCA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	6	2,095	2,027
Officer	(2)	( 102)	( 99)
Enlisted	(4)	(1,993)	(1,928)
Civilian	0	21,196	19,789
Total	6	23,291	21,816

The DeCA amended FY 1993 manpower level reflects reductions associated with the Army European force structure reduction and additional consolidating and streamlining initiatives.

### 14. Defense Finance and Accounting Service (DFAS)

DFAS was created in November 1990 in order to consolidate, standardize, and integrate finance and accounting requirements, functions, procedures, operations, and systems across DoD and ensure their proper relationship with other functional areas.

### DFAS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	435	448	3,233
Officer	(111)	(122)	(318)
Enlisted	(324)	(326)	(2,915)
Civilian	10,721	11,877	25,498
Total	11,156	12,325	28,731

The DFAS amended FY 1993 manpower level reflects the continuation of the finance and accounting consolidation effort, to include additional Defense Agencies and Military Service regionalization/consolidation efforts.

#### D. DOD FIELD ACTIVITIES

DoD Field Activities perform designated DoD-wide services which are more limited in scope than those of a Defense Agency. Seven of these organizations currently exist, including the following:

1. Washington Headquarters Services (WHS) provides administrative support (including space management, budget and accounting, personnel, and security) to OSD and to various other DoD Components, as assigned.

##### WHS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	95	162	157
Officer	(32)	(73)	(71)
Enlisted	(63)	(89)	(86)
Civilian	<u>1,626</u>	<u>1,610</u>	<u>1,613</u>
Total	1,721	1,772	1,770

The WHS amended FY 1993 manpower level reflects military-to-civilian conversions.

2. The American Forces Information Service (AFIS) is responsible for the operation and management of DoD's Armed Forces Information Program and its Armed Forces Radio and Television Service.

##### AFIS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	35	60	234
Officer	(11)	(17)	(51)
Enlisted	(24)	(43)	(183)
Civilian	<u>155</u>	<u>169</u>	<u>221</u>
Total	190	229	455

The AFIS amended FY 1993 manpower level reflects the establishment of a Joint Combat Camera Center and the functional transfer of the Defense Information School from the Services.

3. The Office of the Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS) administers civilian health and medical care programs for retirees, dependents, and survivors of active duty, retired, and deceased Service members. OCHAMPUS also administers a similar program for selected beneficiaries of the Veterans Administration.

OCHAMPUS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	5	9	9
Officer	(5)	(8)	(8)
Enlisted	(0)	(1)	(1)
Civilian	<u>226</u>	<u>224</u>	<u>210</u>
Total	<u>231</u>	<u>233</u>	<u>219</u>

The OCHAMPUS amended FY 1993 manpower level reflects the functional transfer of 14 civilians to the Defense Finance and Accounting Service (DFAS).

4. The Defense Medical Support Activity (DMSA) is responsible for all aspects of DoD information systems used to support military health care and medical facility construction projects.

DMSA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	30	47	45
Officer	(27)	(44)	(42)
Enlisted	( 3)	( 3)	( 3)
Civilian	<u>78</u>	<u>84</u>	<u>85</u>
Total	<u>108</u>	<u>131</u>	<u>130</u>

The DMSA amended FY 1993 manpower level reflects the civilianization of 1 military billet.

5. The Office of Economic Adjustment (OEA) provides economic advice and assistance to communities significantly affected by major program changes such as base closures, contract cutbacks, reductions-in-force, or substantial Defense-oriented growth.

OEA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	4	2	2
Officer	(3)	(1)	(1)
Enlisted	(1)	(1)	(1)
Civilian	<u>33</u>	<u>35</u>	<u>35</u>
Total	<u>37</u>	<u>37</u>	<u>37</u>

The OEA amended FY 1993 manpower level reflects additional civilian support of the OEA mission. In addition, 2 military officers were functionally transferred to the Department of Defense Dependents Schools for operation of the Military Family Resource Center.

6. The Department of Defense Dependents Schools (DoDDS) administers and operates primary and secondary schools for the dependents of Defense personnel assigned overseas; it also operates schools in CONUS and Puerto Rico where state and local school systems are unable to either accommodate military dependents or provide a comparable public education.

DoDDS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	0	2	2
Officer	(0)	(2)	(2)
Enlisted	(0)	(0)	(0)
Civilian	<u>18,776</u>	<u>17,682</u>	<u>17,238</u>
Total	18,776	17,684	17,240

The DoDD's amended FY 1993 manpower level reflects the projected decline in student load as a result of DoD's overseas troop strength withdrawals. In addition, 2 military officers from the Office of Economic Adjustment are added due to the functional transfer of the Military Family Resource Center.

7. The Defense Technology Security Administration (DTSA) administers the DoD technology security program including processing export license applications.

DTSA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	19	42	40
Officer	(7)	(19)	(18)
Enlisted	(12)	(23)	(22)
Civilian	<u>86</u>	<u>90</u>	<u>92</u>
Total	105	132	132

The DTSA amended FY 1993 manpower level reflects the civilianization of 2 military billets.

E. OTHER ORGANIZATIONS

1. Inspector General (IG) serves as an independent and objective official within the Department of Defense responsible for the prevention and detection of fraud, waste and abuse.

DoD Inspector General Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	32	35	33
Officer	(32)	(35)	(33)
Enlisted	( 0)	( 0)	( 0)
Civilian	<u>1,482</u>	<u>1,540</u>	<u>1,581</u>
Total	1,514	1,575	1,614

The IG's amended FY 1993 manpower level reflects implementation of the Chief Financial Officer Act of 1990 which requires that the IG audit annual financial statements on DoD accounts. In addition, the IG's military end strength declines as a result of civilian conversions.

2. Uniformed Services University of the Health Sciences (USUHS) is a fully accredited four year School of Medicine whose primary mission is to select, educate, and train qualified applicants to become "military" physicians. The University is authorized to grant appropriate advanced academic degrees in basic medical sciences and public health.

USUHS Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	915	809	820
Officer	(779)	(732)	(738)
Enlisted	(136)	( 77)	( 82)
Civilian	698	819	835
Total	1,613	1,628	1,655

The USUHS's amended FY 1993 manpower level reflects projected military-to-civilian conversions coupled with increases to USUHS's reimbursably-funded medical research program.

3. U.S. Court of Military Appeals (USCMA) serves as the supreme court of the United States system of military justice. It has jurisdiction over every court-martial case involving death, flag or general officers, dismissals, discharges, and confinement for a year or more.

USCMA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Civilian	34	59	59

No manpower changes are requested for the Courts in FY 1993.

4. United States Special Operations Command (USSOCOM) is a unified command with worldwide responsibilities to train, maintain, and provide Special Operations Forces (SOF) in support of DoD contingency plans developed by its five regionally-oriented unified commands. USSOCOM is the only DoD operational command directly responsible for determining its own force structure; requirements for unique material, equipment, and training; and defending the SOF program to Congress. USSOCOM also reimburses the Military Departments for the cost of approximately 2,800 civilians involved in special operation activities that are reflected in Service civilian strength totals for FY 1993.

In addition to the active military end strength reflected below, SOCOM has programmed approximately 20,400 Reserve end strength for FY 1993. (See Table VII-6).



USSOCOM Manpower  
(End Strength in Whole Numbers)

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	25,007	26,234	27,397
Officer	(4,422)	(4,700)	(4,915)
Enlisted	(20,585)	(21,534)	(22,482)

The SOCOM amended FY 1993 active component manpower level reflects additional resources to support Joint Special Operations Command, selected communications and combat control units, conversion to Major Air Command status, improved Wings/Tactics Squadron readiness.

SOCOM's amended FY 1993 Reserve Component manpower level supports increased drill strength support to the U.S. Army Civil Affairs, Psychological Operations Command, and Reserve Headquarters. Additional reservists were also programmed to support growth in primary authorized aircraft and to prepare for AC-130A conversions.

5. Defense Support Activities perform specialized technical services that support DoD-wide initiatives such as product engineering, contract review, weapon system improvement, and personnel management. This account aggregates approximately 18 different Defense Support Activities under the operational control of the Under Secretary of Defense (Acquisition), the Assistant Secretary of Defense (Force Management and Personnel), and the DoD Comptroller. The Defense Logistics Agency (DLA) provides administrative support to most of these organizations. DSAs include such offices as the Defense Manpower Data Center, the Defense Civilian Personnel Center, the Office of Industrial Base Assessment, and the Defense Environment Support Office.

DSAs Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>BUDGET</u> <u>FY 1992</u>	<u>FY 1993</u>
Military	26	26	26
Officer	(23)	(23)	(23)
Enlisted	( 3)	( 3)	( 3)
Civilian	<u>520</u>	<u>595</u>	<u>554</u>
Total	<u>546</u>	<u>621</u>	<u>580</u>

The DSA amended FY 1993 manpower level reflects reductions associated with organizational streamlining initiatives.

6. Drug Interdiction and Counter-drug Activities (DICA) implements the President's National Drug Control Strategy. DoD acts as the single lead federal agency for the detection and monitoring of aerial and maritime transit of illegal drugs into the United States. This account aggregates the total civilian strength that is required by the various DoD Components to execute this program in FY 1993. DoD Components contributing to this effort include the Military Services and selected Defense Agencies.

DICA Manpower

	<u>ACTUAL</u> <u>FY 1991</u>	<u>FY 1992</u>	<u>BUDGET</u> <u>FY 1993</u>
Civilian	0	2,681	2,743

The DICA amended FY 1993 manpower level reflects additional administrative and logistics support for the National Drug Intelligence Center.

III. MANPOWER BY DEFENSE PLANNING AND PROGRAMMING CATEGORY (DPPC)

The following tables portray military and civilian manpower of the Defense Agencies and related organizations by DPPC.

TABLE VII-1  
DEFENSE AGENCIES AND RELATED ORGANIZATIONS

CIVILIAN AND ACTIVE MILITARY MANPOWER  
(End Strength in Thousands)

<u>DEFENSE PLANNING AND PROGRAMMING CATEGORIES (DPPC)</u>	<u>ACTUAL FY 1991</u>	<u>BUDGET FY 1992</u>	<u>BUDGET FY 1993</u>
<u>STRATEGIC</u>			
Strategic Control and Surveillance	<u>1.3</u>	<u>1.3</u>	<u>1.6</u>
<u>TACTICAL/MOBILITY</u>	<u>21.8</u>	<u>22.6</u>	<u>23.7</u>
Land Forces	<u>10.9</u>	<u>10.7</u>	<u>10.9</u>
Tactical Air Forces	<u>7.2</u>	<u>8.3</u>	<u>9.1</u>
Naval Forces	<u>3.7</u>	<u>3.6</u>	<u>3.7</u>
<u>COMMUNICATIONS/INTELLIGENCE</u>	<u>9.1</u>	<u>13.0</u>	<u>13.0</u>
Centrally Managed Communications	<u>2.9</u>	<u>6.0</u>	<u>6.0</u>
Intelligence	<u>6.2</u>	<u>7.0</u>	<u>7.0</u>
<u>FORCE SUPPORT TRAINING</u>	<u>1.4</u>	<u>1.5</u>	<u>1.5</u>
<u>MEDICAL SUPPORT</u>	<u>0.3</u>	<u>0.4</u>	<u>0.4</u>
<u>JOINT ACTIVITIES</u>	<u>16.6</u>	<u>16.3</u>	<u>16.1</u>
Unified Commands	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
Joint Staff	<u>1.2</u>	<u>1.3</u>	<u>1.2</u>
OSD/Defense Agencies/Activities	<u>15.1</u>	<u>14.7</u>	<u>14.6</u>
<u>CENTRAL LOGISTICS</u>	<u>55.7</u>	<u>54.4</u>	<u>53.8</u>
Supply Operations	<u>29.6</u>	<u>28.5</u>	<u>27.8</u>
Logistics Support Operations	<u>26.1</u>	<u>25.9</u>	<u>26.0</u>
<u>RESEARCH AND DEVELOPMENT/ GEOPHYSICAL ACTIVITIES</u>	<u>9.2</u>	<u>9.0</u>	<u>8.8</u>
Research and Development Activities	<u>0.8</u>	<u>1.0</u>	<u>1.0</u>
Geophysical Activities	<u>8.4</u>	<u>8.0</u>	<u>7.8</u>
<u>TRAINING AND PERSONNEL</u>	<u>20.3</u>	<u>19.2</u>	<u>19.0</u>
Individual Training	<u>1.5</u>	<u>1.4</u>	<u>1.4</u>
Personnel Support	<u>18.8</u>	<u>17.8</u>	<u>17.6</u>
<u>SUPPORT ACTIVITIES</u>	<u>17.6</u>	<u>42.0</u>	<u>56.7</u>
Support Installations	<u>12.7</u>	<u>37.2</u>	<u>52.2</u>
Centralized Support Activities	<u>4.9</u>	<u>4.8</u>	<u>4.5</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>153.3</u>	<u>179.7</u>	<u>194.6</u>
<u>INDIVIDUAL MOBILIZATION AUGMENTEES</u>	<u>0.1</u>	<u>0.2</u>	<u>0.2</u>

TABLE VII-2  
DEFENSE AGENCIES AND RELATED ORGANIZATIONS

CIVILIAN MANPOWER  
(End Strength in Thousands)

<u>DEFENSE PLANNING AND PROGRAMMING CATEGORIES (DPPC)</u>	<u>ACTUAL FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
<u>STRATEGIC</u>			
Strategic Control and Surveillance	<u>0.6</u>	<u>0.6</u>	<u>0.8</u>
<u>COMMUNICATIONS/INTELLIGENCE</u>	<u>5.0</u>	<u>8.7</u>	<u>8.7</u>
Centrally Managed Communications	<u>1.3</u>	<u>4.2</u>	<u>4.2</u>
Intelligence	<u>3.7</u>	<u>4.5</u>	<u>4.5</u>
<u>MEDICAL SUPPORT</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
<u>JOINT ACTIVITIES</u>	<u>13.5</u>	<u>13.1</u>	<u>13.0</u>
Unified Commands	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
Joint Staff	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
OSD/Defense Agencies/Activities	<u>13.1</u>	<u>12.7</u>	<u>12.6</u>
<u>CENTRAL LOGISTICS</u>	<u>54.1</u>	<u>52.6</u>	<u>52.0</u>
Supply Operations	<u>29.0</u>	<u>27.7</u>	<u>27.0</u>
Logistics Support Operations	<u>25.1</u>	<u>24.9</u>	<u>25.0</u>
<u>RESEARCH AND DEVELOPMENT/ GEOPHYSICAL ACTIVITIES</u>	<u>8.5</u>	<u>8.2</u>	<u>8.1</u>
Research and Development Activities	<u>0.6</u>	<u>0.8</u>	<u>0.8</u>
Geophysical Activities	<u>7.9</u>	<u>7.4</u>	<u>7.3</u>
<u>TRAINING AND PERSONNEL</u>	<u>19.4</u>	<u>18.4</u>	<u>18.0</u>
Individual Training	<u>0.6</u>	<u>0.6</u>	<u>0.6</u>
Personnel Support	<u>18.8</u>	<u>17.8</u>	<u>17.4</u>
<u>SUPPORT ACTIVITIES</u>	<u>16.1</u>	<u>38.3</u>	<u>50.3</u>
Support Installations	<u>12.0</u>	<u>34.4</u>	<u>46.7</u>
Centralized Support Activities	<u>4.1</u>	<u>3.9</u>	<u>3.6</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>117.5</u>	<u>140.2</u>	<u>151.2</u>

TABLE VII-3  
DEFENSE AGENCIES AND RELATED ORGANIZATIONS

ACTIVE MILITARY MANPOWER  
(End Strength in Thousands)

<u>DEFENSE PLANNING AND PROGRAMMING CATEGORIES (DPPC)</u>	<u>ACTUAL FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
<u>STRATEGIC</u>			
Strategic Control and Surveillance	<u>0.7</u>	<u>0.7</u>	<u>0.8</u>
<u>TACTICAL/MOBILITY</u>	<u>21.8</u>	<u>22.6</u>	<u>23.7</u>
Land Forces	<u>10.9</u>	<u>10.7</u>	<u>10.9</u>
Tactical Air Forces	<u>7.2</u>	<u>8.3</u>	<u>9.1</u>
Naval Forces	<u>3.7</u>	<u>3.6</u>	<u>3.7</u>
<u>COMMUNICATIONS/INTELLIGENCE</u>	<u>4.1</u>	<u>4.3</u>	<u>4.3</u>
Centrally Managed Communications	<u>1.6</u>	<u>1.8</u>	<u>1.8</u>
Intelligence	<u>2.5</u>	<u>2.5</u>	<u>2.5</u>
<u>FORCE SUPPORT TRAINING</u>	<u>1.4</u>	<u>1.5</u>	<u>1.5</u>
<u>MEDICAL SUPPORT</u>	<u>0.0</u>	<u>0.1</u>	<u>0.1</u>
<u>JOINT ACTIVITIES</u>	<u>3.1</u>	<u>3.2</u>	<u>3.1</u>
Unified Commands	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>
Joint Staff	<u>0.9</u>	<u>1.0</u>	<u>0.9</u>
OSD/Defense Agencies/Activities	<u>2.0</u>	<u>2.0</u>	<u>2.0</u>
<u>CENTRAL LOGISTICS</u>	<u>1.6</u>	<u>1.8</u>	<u>1.8</u>
Supply Operations	<u>0.6</u>	<u>0.8</u>	<u>0.8</u>
Logistics Support Operations	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>
<u>RESEARCH AND DEVELOPMENT/ GEOPHYSICAL ACTIVITIES</u>	<u>0.7</u>	<u>0.8</u>	<u>0.7</u>
Research and Development Activities	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>
Geophysical Activities	<u>0.5</u>	<u>0.6</u>	<u>0.5</u>
<u>TRAINING AND PERSONNEL</u>	<u>0.9</u>	<u>0.8</u>	<u>1.0</u>
Individual Training	<u>0.9</u>	<u>0.8</u>	<u>0.8</u>
Personnel Support	<u>0.0</u>	<u>0.0</u>	<u>0.2</u>
<u>SUPPORT ACTIVITIES</u>	<u>1.5</u>	<u>3.7</u>	<u>6.4</u>
Support Installations	<u>0.7</u>	<u>2.8</u>	<u>5.5</u>
Centralized Support Activities	<u>0.8</u>	<u>0.9</u>	<u>0.9</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>35.8</u>	<u>39.5</u>	<u>43.4</u>
<u>INDIVIDUAL MOBILIZATION AUGMENTEES</u>	<u>0.1</u>	<u>0.2</u>	<u>0.2</u>

**TABLE VII-4**  
**DEFENSE AGENCIES AND RELATED ORGANIZATIONS**

**ACTIVE OFFICER MANPOWER**  
**(End Strength in Thousands)**

<u>DEFENSE PLANNING AND PROGRAMMING CATEGORIES (DPPC)</u>	<u>ACTUAL FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
<u>STRATEGIC</u>			
Strategic Control and Surveillance	<u>0.3</u>	<u>0.3</u>	<u>0.4</u>
<u>TACTICAL/MOBILITY</u>	<u>3.3</u>	<u>3.5</u>	<u>3.7</u>
Land Forces	<u>1.6</u>	<u>1.6</u>	<u>1.7</u>
Tactical Air Forces	<u>1.2</u>	<u>1.4</u>	<u>1.5</u>
Naval Forces	<u>0.5</u>	<u>0.5</u>	<u>0.5</u>
<u>COMMUNICATIONS/INTELLIGENCE</u>	<u>1.9</u>	<u>2.0</u>	<u>2.0</u>
Centrally Managed Communications	<u>0.4</u>	<u>0.5</u>	<u>0.5</u>
Intelligence	<u>1.5</u>	<u>1.5</u>	<u>1.5</u>
<u>FORCE SUPPORT TRAINING</u>	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
<u>MEDICAL SUPPORT</u>	<u>0.0</u>	<u>0.1</u>	<u>0.1</u>
<u>JOINT ACTIVITIES</u>	<u>2.1</u>	<u>2.2</u>	<u>2.1</u>
Unified Commands	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
Joint Staff	<u>0.7</u>	<u>0.8</u>	<u>0.7</u>
OSD/Defense Agencies/Activities	<u>1.3</u>	<u>1.3</u>	<u>1.3</u>
<u>CENTRAL LOGISTICS</u>	<u>1.2</u>	<u>1.4</u>	<u>1.4</u>
Supply Operations	<u>0.3</u>	<u>0.5</u>	<u>0.5</u>
Logistics Support Operations	<u>0.9</u>	<u>0.9</u>	<u>0.9</u>
<u>RESEARCH AND DEVELOPMENT/ GEOPHYSICAL ACTIVITIES</u>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>
Research and Development Activities	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
Geophysical Activities	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
<u>TRAINING AND PERSONNEL</u>	<u>0.8</u>	<u>0.7</u>	<u>0.7</u>
Individual Training	<u>0.8</u>	<u>0.7</u>	<u>0.7</u>
<u>SUPPORT ACTIVITIES</u>	<u>0.5</u>	<u>0.6</u>	<u>0.8</u>
Support Installations	<u>0.4</u>	<u>0.5</u>	<u>0.7</u>
Centralized Support Activities	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>10.8</u>	<u>11.5</u>	<u>11.9</u>
<u>INDIVIDUAL MOBILIZATION AUGMENTEES</u>	<u>0.1</u>	<u>0.2</u>	<u>0.2</u>

**TABLE VII-5**  
**DEFENSE AGENCIES AND RELATED ORGANIZATIONS**

**ACTIVE ENLISTED MANPOWER**  
**(End Strength in Thousands)**

<b><u>DEFENSE PLANNING AND PROGRAMMING CATEGORIES (DPPC)</u></b>	<b><u>ACTUAL FY 1991</u></b>	<b><u>BUDGET</u></b>	
		<b><u>FY 1992</u></b>	<b><u>FY 1993</u></b>
<b><u>STRATEGIC</u></b>			
Strategic Control and Surveillance	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>
<b><u>TACTICAL/MOBILITY</u></b>	<u>18.5</u>	<u>19.1</u>	<u>20.0</u>
Land Forces	<u>9.3</u>	<u>9.1</u>	<u>9.2</u>
Tactical Air Forces	<u>6.0</u>	<u>6.9</u>	<u>7.6</u>
Naval Forces	<u>3.2</u>	<u>3.1</u>	<u>3.2</u>
<b><u>COMMUNICATIONS/INTELLIGENCE</u></b>	<u>2.2</u>	<u>2.3</u>	<u>2.3</u>
Centrally Managed Communications	<u>1.2</u>	<u>1.3</u>	<u>1.3</u>
Intelligence	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>
<b><u>FORCE SUPPORT TRAINING</u></b>	<u>1.1</u>	<u>1.2</u>	<u>1.2</u>
<b><u>JOINT ACTIVITIES</u></b>	<u>1.0</u>	<u>1.0</u>	<u>1.0</u>
Unified Commands	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
Joint Staff	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>
OSD/Defense Agencies/Activities	<u>0.7</u>	<u>0.7</u>	<u>0.7</u>
<b><u>CENTRAL LOGISTICS</u></b>	<u>0.4</u>	<u>0.4</u>	<u>0.4</u>
Supply Operations	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
Logistics Support Operations	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
<b><u>RESEARCH AND DEVELOPMENT/ GEOPHYSICAL ACTIVITIES</u></b>	<u>0.3</u>	<u>0.4</u>	<u>0.3</u>
Research and Development Activities	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
Geophysical Activities	<u>0.2</u>	<u>0.3</u>	<u>0.2</u>
<b><u>TRAINING AND PERSONNEL</u></b>	<u>0.1</u>	<u>0.1</u>	<u>0.3</u>
Individual Training	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
Personnel Support	<u>0.0</u>	<u>0.0</u>	<u>0.2</u>
<b><u>SUPPORT ACTIVITIES</u></b>	<u>1.0</u>	<u>3.1</u>	<u>5.6</u>
Support Installations	<u>0.3</u>	<u>2.3</u>	<u>4.8</u>
Centralized Support Activities	<u>0.7</u>	<u>0.8</u>	<u>0.8</u>
<b><u>END STRENGTH IN THE BUDGET</u></b>	<u>25.0</u>	<u>28.0</u>	<u>31.5</u>

TABLE VII-6  
UNITED STATES SPECIAL OPERATIONS COMMAND

SELECTED RESERVE MILITARY MANPOWER <sup>1/</sup>  
(End Strength in Thousands)

<u>DEFENSE PLANNING AND PROGRAMMING CATEGORIES (DPPC)</u>	<u>ACTUAL FY 1991</u>	<u>BUDGET</u>	
		<u>FY 1992</u>	<u>FY 1993</u>
<u>TACTICAL/MOBILITY</u>	<u>17.3</u>	<u>17.7</u>	<u>20.2</u>
Land Forces	14.0	14.3	16.8
Tactical Air Forces	1.9	2.0	2.0
Naval Forces	1.4	1.4	1.4
<u>JOINT ACTIVITIES</u>			
Unified Commands	<u>0.3</u>	<u>0.3</u>	<u>0.3</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>17.6</u>	<u>18.0</u>	<u>20.5</u>

SELECTED RESERVE OFFICER MANPOWER  
(End Strength in Thousands)

<u>TACTICAL/MOBILITY</u>	<u>4.2</u>	<u>4.0</u>	<u>4.6</u>
Land Forces	3.6	3.4	4.0
Tactical Air Forces	0.3	0.3	0.3
Naval Forces	0.3	0.3	0.3
<u>JOINT ACTIVITIES</u>			
Unified Commands	<u>0.2</u>	<u>0.2</u>	<u>0.2</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>4.4</u>	<u>4.2</u>	<u>4.8</u>

SELECTED RESERVE ENLISTED MANPOWER  
(End Strength in Thousands)

<u>TACTICAL/MOBILITY</u>	<u>13.1</u>	<u>13.7</u>	<u>15.6</u>
Land Forces	10.4	10.9	12.8
Tactical Air Forces	1.6	1.7	1.7
Naval Forces	1.1	1.1	1.1
<u>JOINT ACTIVITIES</u>			
Unified Commands	<u>0.1</u>	<u>0.1</u>	<u>0.1</u>
<u>END STRENGTH IN THE BUDGET</u>	<u>13.2</u>	<u>13.8</u>	<u>15.7</u>

<sup>1/</sup>Includes Reserve and National Guard personnel.



## CHAPTER VIII

### COST OF MILITARY MANPOWER

#### I. INTRODUCTION

This chapter discusses the DoD military manpower program from a fiscal perspective. It provides a concise statement of the Department's FY 1992 and FY 1993 cost of military manpower. (Note: Civilian cost data not available at this time.)

The remainder of the chapter is organized into three sections.

Section II Summary costs and trends.

Section III Detailed Manpower Costs

- FY 1991

- FY 1992

- FY 1993

Section IV Pay tables for military and civilian employees.

#### II. SUMMARY COSTS AND TRENDS

Table VIII-1 shows military manpower costs and total DoD end strength data included in the FY 1993 Amended Budget. Table VIII-2, Percentage Pay Raises, presents a historical display of pay raises for each year since 1974 for the military, general schedule and wage board pay structures. Definitions of the summary cost categories are at the end of this section.

TABLE VIII-1  
DEFENSE MANPOWER COST  
(Budget Authority, \$ Billion)

	Actual												BUDGET				
	<u>FY 74</u>	<u>FY 78</u>	<u>FY 80</u>	<u>FY 83</u>	<u>FY 85</u>	<u>FY 86</u>	<u>FY 87</u>	<u>FY 88</u>	<u>FY 89</u>	<u>FY 90</u>	<u>FY 91</u>	<u>FY 92</u>	<u>FY 93</u>				
<u>Military Manpower Costs</u>																	
Military Personnel																	
Appropriations	22.1	25.1	33.3	41.0	60.3	63.1	63.8	67.6	71.6	66.5	75.0	69.6	67.9				
Military Retired Pay																	
Appropriation <sup>a</sup>	5.1	9.2	13.7	15.9	-	-	-	-	-	-	-	-	-				
Reserve and Guard																	
Personnel Appropriations	1.6	2.0	3.0	4.5	7.5	8.4	8.2	8.7	9.1	9.1	9.2	9.6	9.2				
Less OPERATION DESERT SHIELD/STORM											-5.8	-1.0					
TOTAL COSTS	28.8	46.3	50.0	61.4	64.8	71.5	72.0	76.3	80.7	75.6	78.4	78.2	77.1				

END STRENGTHS (000's)

	FY 74	FY 78	FY 80	FY 83	FY 85	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92	FY 93
Active Military	2,161	2,061	2,040	2,123	2,151	2,169	2,174	2,138	2,130	2,069	2,003	1,865	1,767
Selected Reserve	925	788	869	1,005	1,088	1,130	1,151	1,158	1,171	1,128	1,138	1,120	1,007
Civilian Direct Hire	1,016	935	916	980	1,043	1,027	1,049	1,010	1,037	997	975	940	905
Civilian Indirect Hire	94	81	75	84	87	85	85	80	80	76	70	65	53
Total Civilians	1,110	1,016	991	1,064	1,130	1,112	1,133	1,090	1,117	1,073	1,045	1,001	958
Retired Military	1,012	1,243	1,330	1,480	1,419	1,506	1,535	1,567	1,601	1,634	1,668	1,703	1,739

NOTE: Detail may not add to totals due to rounding.

<sup>a</sup>/For those already retired. Future retirement costs for current members were not reflected in the budget prior to 1985. After FY 1985, payments into the retirement fund are included in the military personnel appropriations.

**TABLE VIII-2**  
**PERCENTAGE PAY RAISES<sup>a/</sup>**

<u>FY</u>	<u>Military</u>	<u>General Schedule</u>	<u>Wage Board</u>
74	4.8	4.8	10.2 <sup>b/</sup>
75	5.5	5.5	8.9
76	5.0	5.0	9.0
77	4.8	4.8	8.3
78	7.1	7.1	7.9
79	5.5	5.5	5.3
80	7.0	7.0	6.4
81	11.7	9.1	9.1
82	14.3 <sup>c/</sup>	4.8	4.8
83	4.0	4.0	4.0
84	4.0	3.5	3.5
85	4.0	3.5	3.5
86	3.0	0.0	0.0
87	3.0	3.0	3.0
88	2.0	2.0	2.0
89	4.1	4.1	4.1
90	3.6	3.6	3.6
91	4.1	4.1	4.1
92	4.2	4.2	4.2
93	3.7	3.7	3.7

a/This table expresses percentage increases over the previous year's pay scale. General Schedule and Wage Board percents are for base salary only. The military figures are the overall average percentage increase in basic pay, basic allowance for quarters, and basic allowance for subsistence.

b/Includes approximately 4 percent catch-up increase upon the release from economic controls effective the first pay period after April 30, 1974.

c/Enlisted basic pay raises for FY 1982 ranged from 10 percent for pay grade E-1 to 17 percent for E-7 through E-9. All warrant officers and commissioned officers received a 14.3 percent increase.

### III. DETAILED MANPOWER COSTS

The costs in this section are derived from detailed budget exhibits submitted to Congress and, therefore, are stated as total Budget Authority (BA).

Tables VIII-3 through VIII-5 provide details of manpower costs by DoD Component. Key elements are indexed in the margin of these tables and defined below.

#### Definition of Cost Categories

The manpower cost categories discussed in this section are described below:

### 1. Military Personnel Appropriations

There is one appropriation for each Service which funds active component military pay, cash allowances, matching Social Security contributions (FICA), enlistment and reenlistment bonuses, permanent change of station travel expenses, the cost of feeding military people (subsistence-in-kind), the cost of individual clothing and retired pay accrual costs. Beginning in FY 1991, subsistence-in-kind costs are funded in the Operation and Maintenance appropriation rather than the Military Personnel appropriation based on a realignment of funding responsibility reflective in the FY 1991 budget.

### 2. Military Retired Pay

Prior to FY 1985, military retired pay was funded by the Military Retired Pay appropriation. This appropriation, managed by DoD, provided funds for the compensation of military personnel retired from previous service. Commencing in FY 1985, DoD implemented a new accrual accounting system for military retired pay. Under this concept, accrual costs are budgeted in the Military Personnel accounts (Active and Reserve Components) and subsequently transferred to a new Military Retirement Trust Fund. Retired pay is paid from the trust fund. Beginning in FY 1987, separate accrual calculations are made for members on active duty and members of the Ready reserve who serve in a part-time status. Unfunded liability for retired pay will be liquidated over a period of time to be determined by the DoD Retirement Board of Actuaries. This Board of Actuaries also determines an amortization schedule for the transfer of funds from the general fund of the Treasury to the new DoD Military Retirement Trust Fund. Retirement accrual costs are further reduced by the significant revision to the Military Retirement system in 1986 for new entrants on or after August 1, 1986. This revision reduced retirement benefits in comparison to the pre-existing system thereby reducing accrual costs.

### 3. Reserve and Guard Personnel Military Appropriations

There is one appropriation for each of the six Reserve Components which funds inactive duty drills; active duty for training; ROTC; full-time guard members and reservists for organization, administration, training, maintenance and other logistical support; educational and bonus programs; training; the Health Professions Scholarship Program; and management and training of the Individual Ready Reserve (IRR).

#### Definition of Cost Categories (by Index Number)

The manpower cost categories discussed in this section are described below (keyed to the index numbers in Tables VIII-3 through VIII-5).

1. Active Component Basic Pay is the only element of compensation received in cash by every active duty military member. The amount of basic pay a member receives is a function of pay grade and length of military service. For this reason, the total cost of basic pay is determined by the number of manyears distributed across grade and length of service.

2. Active Component Retired Pay Accrual provides the funds (accrual costs) necessary to fund the retired pay accrual provision contained in 10 USC Chapter 74. Under the accrual concept, each Service budgets for retired pay in the Military Personnel account and transfers funds on a monthly basis to the new Military Retirement Trust fund from which payments are made to retirees.

3. Active Component Basic Allowance for Quarters (BAQ) is paid to military members who do not occupy government housing or when the government housing occupied is declared inadequate. There are two BAQ rates for each military grade: one for members without dependents and another for members with dependents. Members without dependents who are provided government quarters, or who are assigned to field or sea duty, receive a partial BAQ payment. BAQ costs are a function of overall strength, the grade and dependency status distribution of the force, and the numbers and condition of units of government housing.

4. Active Component Variable Housing Allowance (VHA) is paid to military members receiving BAQ who reside in areas of the United States (including Alaska and Hawaii) where housing costs exceed 80 percent of the national median housing cost or who are assigned overseas, but whose dependents reside in those areas qualifying for VHA. The cost of VHA is a function of the number of military members, by grade and dependency status, or their dependents, residing in the VHA qualifying areas.

5. Active Component Subsistence represents both the cost of food for military personnel eating in military messes and cash payments to military members in lieu of food (called Basic Allowance for Subsistence (BAS)). All officers receive BAS at the same rate. Enlisted members receive either "subsistence-in-kind" in military messes or BAS at one of three rates applicable to the following conditions: when on leave or authorized to mess separately, when a mess is not available, or when assigned to duty under emergency conditions where no U.S. messing facilities are available.

6. Incentive Pay, Hazardous Duty, and Aviation Career Incentive Pay provide incentive for service in aviation and certain hazardous duties. Included are aviation career incentive pays for rated and nonrated crew members, parachute jump pay, and demolition pay.

7. Special Pays include bonuses provided to certain medical and selected other occupations as further inducement for continued service. Also included in this category are Enlistment Bonuses, Overseas Extension Pay, Hostile Fire/Imminent Danger Pay, Foreign Language Proficiency Pay, Overseas Extension Pay, and Special Duty Assignment Pay. Special Duty Assignment Pay is authorized for enlisted personnel who have been assigned to demanding duties or duties requiring an unusual degree of responsibility. The Secretaries of the Military Departments designate the skill areas that meet these criteria.

8. Active Component Other Allowances include uniform allowances, overseas station allowances, and family separation allowances.

9. Separation Payments provide disability and non-disability Separation Pay, Terminal Leave Pay, Lump-sum Readjustment Pay, and Donations which may be given to enlisted members involuntarily discharged. In addition, the FY 1992 National Defense Authorization Act authorized the Voluntary Separation Incentive (VSI) and the Special Separation Benefit (SSB) programs. These programs will minimize the involuntary separations which would have otherwise been required to align existing personnel inventories to the smaller force structure.

10. Active Component FICA Contributions are those payments made for Old Age, Survivors, and Disability Insurance (Social Security) by the Defense Department as the employer of military personnel. Payments are influenced by the levels of basic pay and the Social Security tax rates established by law.

11. Active Component PCS Travel is the cost of moving people and their households when they enter the Service, move for training, leave the Service, are reassigned to a new duty station, or are part of a unit movement to a new duty location.

12. Cadet Pay and Allowances includes the pay and allowances of those cadets and midshipmen attending the Military Academy, the Naval Academy, the Air Force Academy, and Naval Aviation Cadets.

13. Miscellaneous Costs include death gratuities, unemployment compensation, survivor benefits, Montgomery GI Bill education (MGIB) benefit costs, adoptions expense reimbursement, and apprehension of deserters. Death gratuities are paid to beneficiaries of military personnel who die on active duty. Funds for apprehension of deserters cover the costs of finding and returning military deserters to military control. Unemployment compensation is for payment to eligible ex-service personnel. Survivor benefits provides funds for payment of benefits provided by the Veteran's Administration to spouses and children of deceased service members. MGIB costs reflect future costs for benefits budgeted on an accrual basis. Adoption expense costs reflect reimbursement of a military member for qualifying expenses.

14. Reserve Component Basic Pay includes drill pay, pay for periods of active duty for training of reserve component people, and the pay of reserve component full-time support personnel.

15. Reserve Component Retired Pay Accrual provides the funds (accrual costs) necessary to fund the retired pay accrual provision contained in 10 U.S.C. 74, the FY 1984 Defense Authorization Act (P.L. 98-94). Under the accrual concept, each Service budgets for retired pay in the Reserve and National Guard Personnel accounts and transfers funds on a monthly basis to the Military Retirement Trust Fund from which payments are made to retirees.

16. Reserve Component Allowances and Benefits include BAQ, subsistence, other allowances including special and incentive pays, and FICA payments; monthly student stipends (ROTC, Armed Forces Health Professions Scholarships, Branch Officers Basic Course, and Platoon Leader Class);

Montgomery GI Bill (MGIB) educational benefits; disability and hospitalization benefits; death gratuities; administrative duty pay; adoption expense reimbursement; and management and training costs for the Individual Ready Reserve (IRR).

17. Reserve Component Clothing includes both cash allowances and in-kind clothing issued to recruits.

18. Reserve Component Travel includes the cost of travel and transportation of reserve component personnel.

19. Family Housing Appropriation (Non-Pay) funds leasing, construction, and maintenance of family housing for military personnel. The total appropriation includes funds for paying civilians, which are counted in this report under civilian costs. To avoid double counting, this civilian pay has been excluded from the Defense Family Housing cost category.

20. Civilian Salaries are the direct monetary compensation paid to civilian employees including basic pay, overtime, holiday, incentive, and special pays.

21. Civilian Benefits includes the government share of the DoD Civilian Health and Life Insurance programs, FICA, Retirement programs (Civil Service Retirement System and Federal Employees Retirement System), severance pay, disability compensation, and other such payments.

22. Personnel Support Costs include individual training, medical support (including CHAMPUS), recruiting and examining, overseas dependent education, 50 percent of all Base Operating Support costs, and other miscellaneous personnel support costs. Direct personnel costs are not included in this category since they are already included in other cost categories.

**TABLE VIII-3**  
**FY 1991 MANPOWER COSTS BY COMPONENT**  
(In TOA - \$ M)

<u>INDEX</u>	<u>COST CATEGORIES</u>	<u>ARMY</u>	<u>NAVY</u>	<u>MARINE CORPS</u>	<u>AIR FORCE</u>	<u>TOTAL DOD</u>	<u>INDEX</u>
<b><u>MILITARY PERSONNEL APPROPRIATIONS</u></b>							
1	Basic Pay	13,870	9,812	3,248	10,475	37,405	1
2	Retired Pay Accrual	6,006	4,247	1,406	4,513	16,172	2
3	Basic Allowances - Quarters (BAQ)	1,835	1,472	418	1,458	5,183	3
4	Variable Housing Allowance (VHA)	285	559	150	290	1,283	4
5	Subsistence Allowance (Cash Allowance)	959	720	207	973	2,859	5
6	Incentive Pays	142	265	38	301	746	6
7	Special Pays	684	960	159	316	2,119	7
8	Other Allowances	1,162	471	177	652	2,462	8
9	Separation Pays	289	168	73	127	657	9
10	FICA	1,215	861	288	938	3,308	10
11	PCS Travel	1,047	664	186	1,070	2,967	11
12	Cadets	37	39		37	113	12
13	Miscellaneous	119	74	30	52	275	13
	<b>SUBTOTAL</b>	<b>27,649</b>	<b>20,318</b>	<b>6,380</b>	<b>21,202</b>	<b>75,549</b>	
	<b>Less Reimbursables</b>	<b>(114)</b>	<b>(308)</b>	<b>(6)</b>	<b>(181)</b>	<b>(609)</b>	
	<b>TOTAL OBLIGATIONS</b>	<b>27,535</b>	<b>20,010</b>	<b>6,375</b>	<b>20,021</b>	<b>74,940</b>	
<b><u>RESERVE AND GUARD PERSONNEL APPROPRIATIONS</u></b>							
14	Basic Pay	3,224	867	169	1,010	5,270	14
15	Retired Pay Accrual	691	240	36	199	1,166	15
16	Other Allowances & Benefits	1,158	340	51	349	1,898	16
17	Clothing	134	21	13	29	197	17
18	Travel	338	138	15	110	603	18
	<b>TOTAL OBLIGATIONS</b>	<b>5,545</b>	<b>1,606</b>	<b>286</b>	<b>1,697</b>	<b>9,134</b>	



TABLE VIII-3a

FY 1991 ACTIVE COMPONENT PERMANENT CHANGE OF STATION (PCS) COSTS  
(\$ IN MILLIONS-TOA)

	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>DoD</u>
Accession travel	101	55	24	60	240
Training travel	66	60	6	46	178
Operational travel	130	162	45	114	451
Rotational travel	540	256	62	627	1,485
Separation travel	158	83	44	129	414
Travel of Organized Units	18	28	0	44	90
Non-Temporary Storage	30	12	3	27	72
Temporary Lodging Expense	4	8	1	23	36
Total Obligations	<u>1,047</u>	<u>664</u>	<u>185</u>	<u>1,070</u>	<u>2,966</u>
Less Reimbursements	<u>3</u>	<u>1</u>	<u>2</u>	<u>5</u>	<u>11</u>
Total Direct Obligations	<u>1,044</u>	<u>663</u>	<u>183</u>	<u>1,065</u>	<u>2,955</u>

TABLE VIII-3b

FY 1991 RESERVE COMPONENTS PAY COSTS  
(\$ IN MILLIONS-TOA)

	<u>Army</u>		<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	
	<u>National</u>				<u>National</u>	
	<u>Reserve</u>	<u>Guard</u>	<u>Reserve</u>	<u>Reserve</u>	<u>Reserve</u>	<u>Guard</u>
Pay Group A	876	1,540	618	86	305	507
Pay Group B	28		3	6	51	
Pay Group F	148	184	30	59	13	24
Pay Group P	4	5		*		2
Mob Training	39		7	2	1	
School Training	118	210	12	7	45	79
Special Training	136	216	42	21	92	84
Admin & Spt	675	1,180	856	93	48	393
Education Benefits	19	31	4	7	9	10
Senior ROTC	36		15		12	
Junior ROTC	7		4	2	4	
Reserve Officer Cand			*			
BOBC	71					
HPSP	20		16		17	
Chaplain Candidates	2					
Plt Ldrs School				4		
Total	2,179	3,366	1,606	286	597	1,099

\*Less than \$500

Note: Details may not add to totals due to rounding.

**TABLE VIII-4**  
**FY 1992 MANPOWER COSTS BY COMPONENT**  
(In TOA - \$ M)

<u>INDEX</u>	<u>COST CATEGORIES</u>	<u>ARMY</u>	<u>NAVY</u>	<u>MARINE CORPS</u>	<u>AIR FORCE</u>	<u>TOTAL DOD</u>	<u>INDEX</u>
<b><u>MILITARY PERSONNEL APPROPRIATIONS</u></b>							
1	Basic Pay	12,271	9,782	3,125	10,009	35,189	1
2	Retired Pay Accrual	5,240	4,175	1,326	4,274	15,015	2
3	Basic Allowances - Quarters (BAQ)	1,683	1,450	379	1,356	4,868	3
4	Variable Housing Allowance (VHA)	264	571	142	267	1,243	4
5	Subsistence Allowance (In-Kind and Cash Allowance)	986	715	246	959	2,906	5
6	Incentive Pays	133	261	36	275	705	6
7	Special Pays	329	820	70	234	1,453	7
8	Other Allowances	776	496	171	636	2,079	8
9	Separation Pays	819	202	130	322	1,473	9
10	FICA	1,091	859	274	896	3,120	10
11	PCS Travel	1,390	633	214	934	3,171	11
12	Cadets	37	40		38	115	12
13	Miscellaneous	163	72	28	68	331	13
	<b>SUBTOTAL</b>	<b>25,182</b>	<b>20,077</b>	<b>6,141</b>	<b>20,268</b>	<b>71,668</b>	
	Anticipated Transfers	(194)	(84)	(35)	(106)	(419)	
	Less Reimbursables	(127)	(321)	(22)	(1,213)	(1,683)	
	<b>TOTAL OBLIGATIONS</b>	<b>24,861</b>	<b>19,673</b>	<b>6,084</b>	<b>18,949</b>	<b>69,566</b>	
<b><u>RESERVE AND GUARD PERSONNEL APPROPRIATIONS</u></b>							
14	Basic Pay	3,367	927	197	1,159	5,650	14
15	Retired Pay Accrual	722	256	40	224	1,242	15
16	Other Allowances & Benefits	1,196	374	74	343	1,987	16
17	Clothing	111	18	11	24	164	17
18	Travel	320	140	27	122	609	18
	<b>TOTAL OBLIGATIONS</b>	<b>5,716</b>	<b>1,715</b>	<b>349</b>	<b>1,872</b>	<b>9,652</b>	

TABLE VIII-4a

FY 1992 ACTIVE COMPONENT PERMANENT CHANGE OF STATION (PCS) COSTS  
(\$ IN MILLIONS-TOA)

	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>DoD</u>
Accession travel	90	53	26	47	216
Training travel	77	64	7	39	187
Operational travel	96	141	45	134	416
Rotational travel	823	230	80	525	1,658
Separation travel	214	88	51	123	476
Travel of Organized Units	51	37	1	21	110
Non-Temporary Storage	32	12	3	25	72
Temporary Lodging Expense	7	8	1	20	36
Total Obligations	1,390	633	214	934	3,171
Less Reimbursements	3	2	2	2	9
Total Direct Obligations	1,387	631	212	932	3,162

TABLE VIII-4b

FY 1992 RESERVE COMPONENTS PAY COSTS  
(\$ IN MILLIONS-TOA)

	<u>Army</u>		<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	
	<u>National</u>				<u>National</u>	
	<u>Reserve</u>	<u>Guard</u>	<u>Reserve</u>	<u>Reserve</u>	<u>Reserve</u>	<u>Guard</u>
Pay Group A	1,046	1,597	644	140	375	525
Pay Group B	40		1	9	58	
Pay Group F	153	169	34	53	17	25
Pay Group P	3	5	*	*	0	2
Mob Training	36		9	4	6	
School Training	112	200	14	8	54	68
Special Training	137	123	39	21	112	93
Admin & Spt	710	1,243	928	97	54	426
Education Benefits	28	0	8	11	9	10
Senior ROTC	37		15		13	
Junior ROTC	6		4	1	6	
Reserve Officer Cand			*			
BOBC	49					
HPSP	20		18		19	
Chaplain Candidates	2					
Plt Ldrs School				4		
Total	2,379	3,337	1,176	349	723	1,149

\*Less than \$500

Note: Details may not add to totals due to rounding.

**TABLE VIII-5**  
**FY 1993 MANPOWER COSTS BY COMPONENT**  
(In TOA - \$ M)

<u>INDEX</u>	<u>COST CATEGORIES</u>	<u>ARMY</u>	<u>NAVY</u>	<u>MARINE CORPS</u>	<u>AIR FORCE</u>	<u>TOTAL DOD</u>	<u>INDEX</u>
<b>MILITARY PERSONNEL APPROPRIATIONS</b>							
1	Basic Pay	11,648	9,865	3,117	9,628	34,260	1
2	Retired Pay Accrual	4,916	4,160	1,311	4,063	14,450	2
3	Basic Allowances - Quarters (BAQ)	1,625	1,429	373	1,299	4,726	3
4	Variable Housing Allowance (VHA)	256	567	139	251	1,213	4
5	Subsistence Allowance	935	721	243	944	2,843	5
	(In-Kind and Cash Allowance)						
6	Incentive Pays	129	257	38	261	685	6
7	Special Pays	325	809	67	218	1,419	7
8	Other Allowances	655	482	178	665	1,980	8
9	Separation Pays	607	191	144	677	1,619	9
10	FICA	1,032	858	272	859	3,021	10
11	PCS Travel	1,210	638	206	959	3,013	11
12	Cadets	37	42		40	119	12
13	Miscellaneous	163	73	32	73	341	13
	<b>SUBTOTAL</b>	23,539	20,092	6,120	19,937	69,689	
	Less Reimbursables	(166)	(334)	(16)	(1,289)	(1,805)	
	<b>TOTAL OBLIGATIONS</b>	23,373	19,758	6,105	18,648	67,884	
<b>RESERVE AND GUARD PERSONNEL APPROPRIATIONS</b>							
14	Basic Pay	3,186	889	191	1,183	5,449	14
15	Retired Pay Accrual	678	244	40	230	1,192	15
16	Other Allowances & Benefits	1,084	349	72	375	1,880	16
17	Clothing	86	18	10	23	137	17
18	Travel	276	127	25	111	539	18
	<b>TOTAL OBLIGATIONS</b>	5,310	1,627	338	1,922	9,197	

TABLE VIII-5a

FY 1993 ACTIVE COMPONENT PERMANENT CHANGE OF STATION (PCS) COSTS  
(\$ IN MILLIONS-TOA)

	<u>Army</u>	<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	<u>DoD</u>
Accession travel	100	54	26	49	229
Training travel	78	64	7	37	186
Operational travel	89	146	45	146	426
Rotational travel	608	233	74	503	1,418
Separation travel	195	86	50	146	477
Travel of Organized Units	108	34	0	34	176
Non-Temporary Storage	27	12	3	25	67
Temporary Lodging Expense	5	8	1	20	34
Total Obligations	1,210	638	206	959	3,013
Less Reimbursements	3	2	2	6	13
Total Direct Obligations	1,207	636	204	953	3,000

TABLE VIII-5b

FY 1993 RESERVE COMPONENTS PAY COSTS  
(\$ IN MILLIONS-TOA)

	<u>Army</u>		<u>Navy</u>	<u>Marine Corps</u>	<u>Air Force</u>	
	<u>National</u>				<u>National</u>	
	<u>Reserve</u>	<u>Guard</u>	<u>Reserve</u>	<u>Reserve</u>	<u>Reserve</u>	<u>Guard</u>
Pay Group A	997	1,501	631	133	385	569
Pay Group B	34		1	12	57	
Pay Group F	125	129	16	49	18	26
Pay Group P	1	3		*	0	2
Mob Training	19		7	4	7	
School Training	94	203	13	8	55	61
Special Training	62	108	23	14	107	66
Admin & Spt	686	1,223	889	100	55	455
Education Benefits	15	0	8	11	9	10
Senior ROTC	34		16		14	
Junior ROTC	6		5	2	5	
Reserve Officer Cand			*			
BOBC	47					
HPSP	21		19		21	
Chaplain Candidates	2					
Plt Ldrs School				4		
Total	2,143	3,167	1,627	338	733	1,189

\*Less than \$500

Note: Details may not add to totals due to rounding.

**IV. CURRENT PAY TABLES FOR MILITARY AND CIVILIAN EMPLOYEES (As of January 1, 1992)**

Active component military pay rates are shown in Table VIII-6.

Pay per training weekend for military reserve personnel is shown in Table VIII-7. A training weekend is defined as four 4-hour training periods. The annual pay for reserves is a function of the number of drills, which varies by individual according to his level of authorized participation.

Current civilian pay rates are shown in Tables VIII-8 (General Schedule), VIII-9 (Wage Board-Appropriated Fund), and VIII-10 (Wage Board-Non-appropriated Fund). Note that the Wage Board pay table entries are national averages. Each wage area has its own distinct pay table.

**MILITARY BASIC PAY (MONTHLY)**  
**EFFECTIVE 1 JANUARY 1992**  
**YEARS OF SERVICE**

PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20	22	26
<b>COMMISSIONED OFFICERS</b>														
O-10	6417.60	6643.50	6643.50	6643.50	6643.50	6898.20	6898.20	7280.40	7280.40	7801.20	8323.50	8323.50	8842.20	
O-9	5687.70	5836.50	5961.00	5961.00	5961.00	6112.50	6112.50	6366.90	6366.90	6898.20	7280.40	7280.40	7801.20	
O-8	5151.60	5306.10	5431.80	5431.80	5431.80	5836.50	5836.50	6112.50	6112.50	6643.50	7068.30	7068.30	7608.30	
O-7	4280.40	4571.40	4571.40	4571.40	4776.60	4776.60	5053.50	5053.50	5306.10	5836.50	6238.20	6238.20	6768.20	
O-6	3172.80	3485.70	3714.30	3714.30	3714.30	3714.30	3714.30	3714.30	3840.30	4447.50	4674.60	4776.60	5053.50	5480.70
O-5	2537.40	2979.30	3185.40	3185.40	3185.40	3185.40	3281.70	3458.40	3690.30	3966.60	4193.70	4320.90	4471.80	4771.80
O-4	2138.70	2604.60	2778.30	2778.30	2829.90	2954.70	3156.30	3333.60	3485.70	3638.70	3739.20	3739.20	3739.20	3739.20
O-3	1987.50	2222.40	2375.70	2628.60	2754.30	2853.00	3007.50	3156.30	3233.70	3233.70	3233.70	3233.70	3233.70	3233.70
O-2	1733.10	1892.70	2274.30	2350.50	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40	2399.40
O-1	1504.80	1566.30	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70	1892.70
<b>COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER</b>														
O-3E	0.00	0.00	0.00	2628.60	2754.30	2853.00	3007.50	3156.30	3281.70	3281.70	3281.70	3281.70	3281.70	3281.70
O-2E	0.00	0.00	0.00	2350.50	2399.40	2475.60	2604.60	2704.20	2778.30	2778.30	2778.30	2778.30	2778.30	2778.30
O-1E	0.00	0.00	0.00	1892.70	2022.30	2096.70	2172.60	2248.20	2350.50	2350.50	2350.50	2350.50	2350.50	2350.50
<b>WARRANT OFFICERS</b>														
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3455.70	3587.10	3846.30
W-4	2025.00	2172.60	2172.60	2222.40	2323.20	2425.80	2527.50	2704.20	2829.90	2929.20	3007.50	3104.70	3208.50	3458.40
W-3	1840.50	1996.50	1996.50	2022.30	2045.70	2195.40	2323.20	2399.40	2475.60	2549.40	2628.60	2730.90	2829.90	2929.20
W-2	1611.90	1743.90	1743.90	1794.90	1892.70	1996.50	2072.10	2148.30	2222.40	2300.40	2375.70	2450.70	2549.40	2549.40
W-1	1342.80	1539.90	1539.90	1668.30	1743.90	1818.90	1892.70	1971.00	2045.70	2121.90	2195.40	2274.30	2274.30	2274.30
<b>ENLISTED MEMBERS</b>														
E-9	0.00	0.00	0.00	0.00	0.00	0.00	2355.90	2408.70	2463.30	2519.70	2576.10	2626.20	2763.90	3032.70
E-8	0.00	0.00	0.00	0.00	0.00	1975.50	2031.90	2085.60	2139.60	2196.30	2246.70	2301.90	2436.90	2708.40
E-7	1379.10	1488.90	1544.10	1598.10	1652.40	1705.20	1759.80	1814.70	1896.90	1950.60	2004.90	2031.00	2167.20	2436.90
E-6	1186.80	1293.30	1347.30	1404.60	1457.10	1509.60	1565.10	1645.80	1697.40	1752.30	1779.00	1779.00	1779.00	1779.00
E-5	1041.30	1133.40	1188.60	1240.20	1321.80	1375.50	1430.10	1482.60	1509.60	1509.60	1509.60	1509.60	1509.60	1509.60
E-4	971.10	1025.70	1086.00	1170.00	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20	1216.20
E-3	915.00	965.40	1003.80	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40	1043.40
E-2	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50	880.50
E-1>4	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70	785.70
E-1<4	726.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

NOTE--BASIC PAY IS LIMITED TO \$8,733.30  
BY LEVEL V OF THE EXECUTIVE SCHEDULE

TABLE VIII-6 (Continued)

MONTHLY BAQ RATE BAQ92			BASIC ALLOWANCE FOR SUBSISTENCE FY 1992	
PAY GRADE	SINGLE FULL RATE	PARTIAL RATE*	MARRIED FULL RATE	CASH/IN KIND
O-10	689.40	50.70	848.10	134.42/MONTH
O-9	689.40	50.70	848.10	
O-8	689.40	50.70	848.10	
O-7	689.40	50.70	848.10	
O-6	632.40	39.60	764.10	E-1<4 MONTHS ENLISTED
O-5	609.00	33.00	736.20	
O-4	564.30	26.70	649.20	
O-3	452.40	22.20	537.30	
O-2	358.80	17.70	458.70	5.92/DAY 6.41/DAY
O-1	302.10	13.20	409.80	
O-3E	488.40	22.20	577.20	
O-2E	415.20	17.70	520.80	
O-1E	357.00	13.20	481.20	6.68/DAY 7.23/DAY
W-5	573.00	25.20	626.40	
W-4	509.10	25.20	574.20	
W-3	427.80	20.70	526.50	
W-2	379.80	15.90	484.20	8.86/DAY 9.59/DAY
W-1	318.30	13.80	418.80	
E-9	418.20	18.60	551.10	
E-8	384.30	15.30	507.90	
E-7	327.90	12.00	471.90	Service Academy Cadet Pay is \$543.90, effective on January 1, 1990, as per section 203(c)(1) of Title 37, United States Code.
E-6	296.70	9.90	436.20	
E-5	273.60	8.70	392.10	
E-4	238.20	8.10	341.10	
E-3	233.70	7.80	317.40	
E-2	190.20	7.20	302.10	
E-1>4	168.90	6.90	302.10	
E-1<4	168.90	6.90	302.10	

\*Payment of the partial rate of BAQ at these rates to members of the uniformed services without dependents who, under Title 37 U.S.C. 403(b) or (c) are not entitled to the full rate of BAQ, is authorized by Title 37 U.S.C. 1009(c)(2) and Part IV of Executive Order 11157, as amended.



TABLE VIII-7

RESERVE PAY FOR 1 DRILL

EFFECTIVE 1 JANUARY 1992

PAY GRADE	<2	2	3	4	6	8	10	12	14	16	18	20	22	26
COMMISSIONED OFFICERS														
O-10	213.92	221.45	221.45	221.45	221.45	229.94	229.94	242.68	242.68	260.04	260.04	277.45	277.45	294.74
O-9	189.59	194.55	198.70	198.70	198.70	203.75	203.75	212.23	212.23	229.94	229.94	242.68	242.68	260.04
O-8	171.72	176.87	181.06	181.06	181.06	194.55	194.55	203.75	203.75	221.45	221.45	229.94	235.61	235.61
O-7	142.68	152.38	152.38	152.38	152.38	159.22	159.22	168.45	168.45	194.55	207.94	207.94	207.94	207.94
O-6	105.76	116.19	123.81	123.81	123.81	123.81	123.81	128.01	128.01	148.25	155.82	159.22	168.45	182.69
O-5	84.58	99.31	106.18	106.18	106.18	106.18	109.39	115.28	123.01	132.22	139.79	144.03	149.06	149.06
O-4	71.29	86.82	92.61	92.61	94.33	98.49	105.21	111.12	116.19	121.29	124.64	124.64	124.64	124.64
O-3	66.25	74.08	79.19	87.62	91.81	95.10	100.25	105.21	107.79	107.79	107.79	107.79	107.79	107.79
O-2	57.77	63.09	75.81	78.35	79.98	79.98	79.98	79.98	79.98	79.98	79.98	79.98	79.98	79.98
O-1	50.16	52.21	63.09	63.09	63.09	63.09	63.09	63.09	63.09	63.09	63.09	63.09	63.09	63.09
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER														
O-3E	0.00	0.00	0.00	87.62	91.81	95.10	100.25	105.21	109.39	109.39	109.39	109.39	109.39	109.39
O-2E	0.00	0.00	0.00	78.35	79.98	82.52	86.82	90.14	92.61	92.61	92.61	92.61	92.61	92.61
O-1E	0.00	0.00	0.00	63.09	67.41	69.89	72.42	74.94	78.35	78.35	78.35	78.35	78.35	78.35
WARRANT OFFICERS														
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	115.19	119.57	128.21
W-4	67.50	72.42	72.42	74.08	77.44	80.86	84.25	90.14	94.33	97.64	100.25	103.49	106.95	115.28
W-3	61.35	66.55	66.55	67.41	68.19	73.18	77.44	79.98	82.52	84.98	87.62	91.03	94.33	97.64
W-2	53.73	58.13	58.13	59.83	63.09	66.55	69.07	71.61	74.08	76.68	79.19	81.69	84.98	84.98
W-1	44.76	51.33	51.33	55.61	58.13	60.63	63.09	65.70	68.19	70.73	73.18	75.81	75.81	75.81

TABLE VIII-8  
ANNUAL GENERAL SCHEDULE (GS) PAY RATES  
(AS OF JANUARY 1, 1992)

STEP	1	2	3	4	5	6	7	8	9	10	11*	12*
Within-Grade Increase Amounts												
GS-1	\$11,478	\$11,861	\$12,242	\$12,623	\$13,006	\$13,230	\$13,606	\$13,986	\$14,003	\$14,356	\$14,724	\$15,092
2	12,905	13,212	13,640	14,003	14,157	14,573	14,989	15,405	15,821	16,237	16,653	17,069
3	14,082	14,551	15,020	15,489	15,958	16,427	16,896	17,365	17,834	18,303	18,772	19,241
4	15,808	16,335	16,862	17,389	17,916	18,443	18,970	19,497	20,024	20,551	21,078	21,605
5	17,686	18,276	18,866	19,456	20,046	20,636	21,226	21,816	22,406	22,996	23,586	24,176
6	19,713	20,370	21,027	21,684	22,341	22,998	23,655	24,312	24,969	25,626	26,283	26,940
7	21,906	22,636	23,366	24,096	24,826	25,556	26,286	27,016	27,746	28,476	29,206	29,939
8	24,262	25,071	25,880	26,689	27,498	28,307	29,116	29,925	30,734	31,543	32,352	33,161
9	26,798	27,691	28,584	29,477	30,370	31,263	32,156	33,049	33,942	34,835	35,728	36,621
10	29,511	30,495	31,479	32,463	33,447	34,431	35,415	36,399	37,383	38,367	39,351	40,335
11	32,423	33,504	34,585	35,666	36,747	37,828	38,909	39,990	41,071	42,152	43,233	44,314
12	38,861	40,156	41,451	42,746	44,041	45,336	46,631	47,926	49,221	50,516	51,811	53,106
13	46,210	47,750	49,290	50,830	52,370	53,910	55,450	56,990	58,530	60,070	61,610	63,150
14	54,607	56,427	58,247	60,067	61,887	63,707	65,527	67,347	69,167	70,987	72,807	74,627
15	64,233	66,374	68,515	70,656	72,797	74,938	77,079	79,220	81,361	83,502	85,643	87,784

SENIOR EXECUTIVE SERVICE

ES-1 \$90,000  
ES-2 94,400  
ES-3 98,600  
ES-4 104,000  
ES-5 108,300  
ES-6 112,100

SENIOR LEVEL (SL)

Minimum \$77,080  
Maximum 112,100

EXECUTIVE SCHEDULE (EX)

level I \$143,800  
level II 129,500  
level III 119,300  
level IV 112,100  
level V 104,800

MEMBERS, BOARDS OF CONTRACT  
APPEALS (CA)

Chairman \$112,100  
Vice Chairman 108,737  
Other Members 105,374

ADMINISTRATIVE LAW  
JUDGES

AL-3/A \$72,865  
AL-3/B 78,470  
AL-3/C 84,075  
AL-3/D 89,680  
AL-3/E 95,285  
AL-3/F 100,890  
AL-2 106,495  
AL-1 112,100

\*These rates are provided to assist in determining proper promotion entitlements.

TABLE VIII-8a

## 8 PERCENT INTERIM GEOGRAPHIC ADJUSTMENT SCHEDULE

SHOWING ADJUSTED ANNUAL RATES EFFECTIVE JANUARY 1992

STEP	1	2	3	4	5	6	7	8	9	10
GS-1	\$12,396	\$12,810	\$13,221	\$13,833	\$14,046	\$14,288	\$14,694	\$15,105	\$515,123	\$15,504
2	13,937	14,269	14,731	15,123	15,290	15,739	16,188	16,637	17,087	17,536
3	15,209	15,715	16,222	16,728	17,235	17,741	18,248	18,754	19,261	19,767
4	17,073	17,642	18,211	18,780	19,349	19,918	20,488	21,057	21,626	22,195
5	19,101	19,738	20,375	21,012	21,650	22,287	22,924	23,561	24,198	24,836
6	21,290	22,000	22,709	23,419	24,128	24,838	25,547	26,257	26,967	27,676
7	23,658	24,447	25,235	26,024	26,812	27,600	28,389	29,177	29,966	30,754
8	26,203	27,077	27,950	28,824	29,698	30,572	31,445	32,319	33,193	34,066
9	28,942	29,906	30,871	31,835	32,800	33,764	34,728	35,693	36,657	37,622
10	31,872	32,935	33,997	35,060	36,123	37,185	38,248	39,311	40,374	41,436
11	35,017	36,184	37,352	38,519	39,687	40,854	42,022	43,189	44,357	45,524
12	41,970	43,368	44,767	46,166	47,564	48,963	50,361	51,760	53,159	54,557
13	49,907	51,570	53,233	54,896	56,560	58,223	59,886	61,549	63,212	64,876
14	58,976	60,941	62,907	64,872	66,838	68,804	70,769	72,735	74,700	76,666
15	69,372	71,684	73,996	76,308	78,621	80,933	83,245	85,558	87,870	90,182

Note: The adjusted annual rates of pay shown on this schedule are applicable only to General Schedule employees in the following Consolidated Metropolitan Areas: New York-Northern New Jersey-Long Island, NY-NJ-CT; San Francisco-Oakland-San Jose, CA; and Los Angeles-Anaheim-Riverside, CA. These adjusted rates are considered basic pay for retirement, life insurance, premium pay, severance pay purposes and for advances in pay. They are not considered basic pay for any other purpose. The adjusted annual rates of pay are included in payments of continuation of pay and compensation for workers' compensation purposes.

## Regular Wage Schedule for U.S. Citizen Wage Employees in Foreign Areas (Appropriated Fund)

WG WL-WS GRADE	WG-RATES					WL-RATES					WS-WD-WN RATES					WD-WN PAY LEVEL
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	7.20	7.50	7.80	8.10	8.40	7.92	8.25	8.58	8.91	9.24	10.79	11.24	11.69	12.14	12.59	1
2	7.79	8.11	8.43	8.76	9.08	8.56	8.92	9.28	9.63	9.99	11.38	11.85	12.32	12.80	13.27	
3	8.35	8.70	9.05	9.40	9.74	9.19	9.57	9.95	10.34	10.72	11.94	12.44	12.94	13.44	13.93	
4	8.90	9.27	9.64	10.01	10.38	9.79	10.20	10.61	11.02	11.42	12.49	13.01	13.53	14.05	14.57	
5	9.44	9.83	10.22	10.62	11.01	10.38	10.81	11.24	11.67	12.11	13.03	13.57	14.11	14.66	15.20	
6	9.96	10.37	10.78	11.20	11.61	10.95	11.41	11.87	12.32	12.78	13.55	14.11	14.67	15.24	15.80	4
7	10.46	10.90	11.34	11.77	12.21	11.51	11.99	12.47	12.95	13.43	14.05	14.64	15.23	15.81	16.40	5
8	10.97	11.43	11.89	12.34	12.80	12.07	12.57	13.07	13.58	14.08	14.56	15.17	15.78	16.38	16.99	6
9	11.47	11.95	12.43	12.91	13.38	12.62	13.15	13.68	14.20	14.73	15.06	15.69	16.32	16.95	17.57	7
10	11.97	12.47	12.97	13.47	13.97	13.17	13.72	14.27	14.82	15.37	15.56	16.21	16.86	17.51	18.16	8
11	12.46	12.98	13.50	14.02	14.54	13.71	14.28	14.85	15.42	15.99	16.07	16.74	17.41	18.08	18.75	9
12	12.95	13.49	14.03	14.57	15.11	14.25	14.84	15.43	16.03	16.62	16.73	17.43	18.13	18.82	19.52	10
13	13.43	13.99	14.55	15.11	15.67	14.77	15.39	16.01	16.62	17.24	17.55	18.28	19.01	19.74	20.47	11
14	13.91	14.49	15.07	15.65	16.23	15.30	15.94	16.58	17.22	17.85	18.53	19.30	20.07	20.84	21.62	8
15	14.39	14.99	15.59	16.19	16.79	15.83	16.49	17.15	17.81	18.47	19.65	20.47	21.29	22.11	22.93	9
											20.93	21.80	22.67	23.54	24.42	
											22.37	23.30	24.23	25.16	26.10	
											23.96	24.96	25.96	26.96	27.96	
											25.68	26.78	27.82	28.90	29.99	

TABLE VIII-10

Regular Wage Schedules for U.S. Citizen Wage  
Employees in Foreign Areas (Nonappropriated Fund)

NA NL-NS GRADE	NA-RATES					NL-RATES					NS-RATES				
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5
1	4.25	4.43	4.61	4.78	4.96	4.68	4.87	5.06	5.26	5.45	5.69	5.93	6.17	6.40	6.64
2	4.68	4.87	5.06	5.26	5.45	5.15	5.36	5.57	5.79	6.00	6.12	6.37	6.62	6.88	7.13
3	5.12	5.33	5.54	5.76	5.97	5.63	5.86	6.09	6.33	6.56	6.56	6.83	7.10	7.38	7.65
4	5.54	5.77	6.00	6.23	6.46	6.10	6.35	6.60	6.86	7.11	6.98	7.27	7.56	7.85	8.14
5	5.97	6.22	6.47	6.72	6.97	6.51	6.79	7.08	7.35	7.66	7.39	7.70	8.01	8.32	8.64
6	6.37	6.64	6.91	7.17	7.44	7.00	7.29	7.58	7.85	8.16	7.76	8.10	8.43	8.76	9.08
7	6.75	7.05	7.33	7.62	7.91	7.43	7.75	8.08	8.39	8.70	8.18	8.54	8.90	9.24	9.59
8	7.17	7.49	7.77	8.09	8.39	7.91	8.24	8.57	8.90	9.23	8.61	8.96	9.33	9.68	10.04
9	7.60	7.92	8.23	8.55	8.86	8.36	8.71	9.06	9.41	9.76	9.11	9.50	9.88	10.26	10.64
10	8.00	8.33	8.67	9.01	9.34	8.80	9.17	9.53	9.90	10.27	9.61	10.01	10.41	10.81	11.21
11	8.41	8.76	9.11	9.46	9.81	9.24	9.63	10.02	10.41	10.79	10.09	10.51	10.93	11.35	11.77
12	8.81	9.18	9.54	9.91	10.28	9.70	10.09	10.50	10.90	11.30	10.57	11.01	11.46	11.89	12.34
13	9.21	9.60	9.98	10.36	10.75	10.13	10.56	10.98	11.40	11.83	11.05	11.52	11.98	12.44	12.90
14	9.62	10.02	10.42	10.82	11.22	10.58	11.02	11.46	11.90	12.34	11.54	12.02	12.50	12.98	13.46
15	10.02	10.44	10.86	11.28	11.69	11.02	11.48	11.94	12.40	12.86	12.03	12.53	13.03	13.53	14.03
											12.53	13.05	13.57	14.09	14.61
											13.03	13.57	14.11	14.66	15.20
											13.53	14.09	14.65	15.22	15.78
											14.04	14.62	15.20	15.79	16.37

## APPENDIX A

### MANPOWER DATA STRUCTURE

#### I. Introduction

This appendix provides audit trails of changes to the DPPC structure that have been implemented since publication of the Defense Manpower Requirements Report for FY 1992.

#### II. Structure Changes

Activity transfers and other management actions result in a number of changes within the DPPC structure. These changes do not affect total manpower, but do represent corrections, refinements, and management actions that alter the manner of accounting for this manpower. The changes since the FY 1992 DMRR, by component, are included in the following table.

**AUDIT TRAIL**  
(End Strength in Thousands)

ACTIVITY	FROM (DPPC)	TO (DPPC)	MILITARY			CIVILIAN		
			FY 1991	FY 1992	FY 1993	FY 1991	FY 1992	FY 1993
ARMY								
Repair & Maint Restruc	Maint Support Actvty	Depot Maint (Non)	0	0	0	0	.2	.2
Repair & Maint Restruc	RPM (Health Svc CMD)	RPM (Comm)	0	0	0	0	0	.3
Def Bus OP Funds Restruc	Army Indust Fund	Def OP Bus Funds	0	.9	.9	0	31.2	29.9
Def Bus OP Funds Restruc	Army Stock Fund	Def OP Bus Funds	0	.2	.2	0	4.9	4.4
Information Mission Area	Land Forces	BASOPS Tng & Education				0	1.0	1.0
Information Mission Area	Land Forces	BASOPS Supply Activities				0	1.1	1.1
Information Mission Area	Land Forces	BASOPS (Land Forces)				0	.8	.8
Information Mission Area	Land Forces	Log Support Activities				0	1.6	1.6
Information Mission Area	Non-DCS Comm Support	BASOPS Communications	0	.3	.3	0	1.1	1.1
Information Mission Area	Information Services	Land Forces				0	.2	.2
Information Mission Area	Non-DCS Comm Support	BASOPS Land Forces	0	.1	.1			
Information Mission Area	Information Services	BASOPS Tng & Education	0	.2	.2			
Information Mission Area	Information Services	Land Forces	0	.1	.1			
Information Mission Area	Information Services	Other Medical Activities	0	.1	.1			

AUDIT TRAIL  
(End Strength in Thousands)

ACTIVITY	FROM	TO	MILITARY	
			FY 1991	FY 1992
<u>MARINE CORPS</u>				
Defense Financing and Accounting Service	Support Installations/Support Activities	OSD/Defense Agencies and Activities	.1	.1
Technical Assistance Field Team (TAFT), Saudia Arabia	End Strength Increase	Joint Activities-International Military Organizations	*	*
<u>NAVY</u>				
Marine Corps DAC Quantico VA	Research and Development	Personnel Support	*	*
LAV Test Director Marine Corps AGCC 29 Palms CA	Research and Development	Personnel Support	*	*
Marine Corps DAC Washington DC	Research and Development	Personnel Support	*	*
Service Support to OSD/ DSAA Defense Security Assistance Agency Washington DC	OSD/Defense Agencies & Activities	International Military Organizations	*	*
Service Support to OSD/ DSAA Defense Security Assistance Agency Washington DC	Centralized Support Activities	International Military Organizations	*	*



AUDIT TRAIL  
(End Strength in Thousands)

Annex A

AIR FORCE

ACTIVITY	FROM (DPPC)	TO (DPPC)	MILITARY			CIVILIAN		
			FY 1991	FY 1992	FY 1993	FY 1991	FY 1992	FY 1993
Environmental Compliance (2 only)	Combat Install	Support Install		**	**		.1	.1
Southcom Activities	OSD/Def Act	Unified Cmds	.1	.1	.1			
Space Based Radar Ops	Strat Control & Surveil.	Geophysical Act		**	**			
ANG/AFR OT&E Cmbt. Dev.	Centralized Spt.	Tac Air Forces				**	**	**
Svc Support DFAS	Support Install.	OSD/Defense Acty & Agencies			1.1			1.2
Svc Support DFAS	Combat Install.	OSD/Def Acty & Agencies			.7			
New Surveill Aircraft	R&D	Mobility		.1	.1			
DBOF*	Mobility	Central Log		.8	.8		43.5	43.4
DBOF*	Mobility	Centralized Spt		.1	.1		1.9	1.9
Air Weapons School	Support	Individual Training		.1	.1			

\*Inaccurately portrayed in last year's report.

\*\*Realigned from training - defensive, training - tactical, and tactical air control programs to general skills training.

## APPENDIX B

### GLOSSARY OF TERMS

<u>AC:</u>	Active Component
<u>AFR:</u>	United States Air Force Reserve. One of two reserve components of the Air Force.
<u>ARC:</u>	Air Reserve Components of the Air Force. Includes United States Air Force Reserve and Air National Guard.
<u>Authorized (Manpower):</u>	Synonymous with programmed manning.
<u>Authorized Strength Report:</u>	A Marine Corps term synonymous with programmed manning.
<u>Billet:</u>	A programmed manpower structure space that defines by grade and occupation a job to be performed which is associated with a specific unit or organization (see position).
<u>Distributable Billets:</u>	A Navy term synonymous with programmed manning.
<u>End Strength:</u>	Manpower strength as of the last day of the fiscal year. The term may be further defined in combination with other terms but always indicates personnel strength as of September 30th, e.g.,  Actual end strength: Prior fiscal year(s) personnel inventory. Budgeted end strength: As contained in a Service or DoD budget. Programmed end strength: As contained within the DoD Future Years Defense Program.
<u>Force Structure:</u>	The numbers, size, and composition of the units that comprise our Defense forces; e.g., divisions, ships, air wings.
<u>Force Structure Allowance:</u>	An Army term synonymous with active component programmed manning.
<u>Force Structure Authorizations:</u>	An Air Force term synonymous with active component programmed manning.

Force Structure  
Deviation:

A manpower accounting convention which allows Programmed Manning for the Programmed Force Structure and the Individuals accounts to be depicted within programmed and budgeted end strength. Force Structure Deviation appears as "Undistributed" in Active Component Defense Planning and Programming Category tables. Positive values indicate temporary overmanning; negative values indicate temporary undermanning projected for the last day of a fiscal year (DoD Handbook 7045.7-H and DoDI 1120.11).

Funded Peacetime  
Authorizations:

An Air Force term synonymous with programmed manning.

Individuals:

Transients, trainees (includes Reserve Component training pipeline for the Reserve Component), patients, prisoners, holdees, cadets and students -- personnel not filling programmed manpower structure spaces.

Individual Mobiliza-  
tion Augmentee (IMA):

Individuals carried in the Selected Reserve programmed manning who fill Active Component billets upon mobilization. IMA billets are not included in Active Component Programmed Manpower Structure in the DMRR.

Inventory

Synonymous with Actual End Strength. The actual personnel strength for a prior year.

Manning Level:

Synonymous with programmed manning.

Occupation:

The specialty skill requirement of a billet, and the skill qualifications of personnel. Occupations are defined according to the following coding systems.

Army: SSI (officer), MOS (Enlisted)  
Navy: NOBC (officer), Rating/NEC (enlisted)  
USAF: AFSC (officer & enlisted)  
USMC: MOS (officer & enlisted)

Occupational Field:

An aggregation of discrete occupations.

Operating Strength:

An Army personnel management term identifying the number of people (or projected strengths for future periods) in units. The term is synonymous with the following:

Navy: distributable strength  
USAF: assigned strength  
USMC: chargeable strength

<u>Position:</u>	Same as Billet above.
<u>Programmed Force Structure:</u>	The set of units and organizations that exists in the current year, and which is planned to exist in each future year of the Future Years Defense Program (FYDP).
<u>Programmed Manpower Structure:</u>	The aggregation of billets describing the full manpower requirement for units and organizations in the programmed force structure. This does not include IMAs or Individuals.
<u>Programmed Manning:</u>	Those billets in the programmed manpower structure planned to be filled. The term "programmed manning" recognizes that 100 percent fill of the programmed manpower structure may not always be desirable or achievable within fiscal and personnel constraints. For the active components the term "programmed manning" is synonymous with: <ul style="list-style-type: none"> <li>Army: Force Structure Allowance</li> <li>Navy: Distributable billets</li> <li>USAF: Force Structure Authorizations, and Funded Peacetime Authorizations</li> <li>USMC: Authorized Strength Report</li> </ul>
<u>RC:</u>	Reserve Component; the Air Force also uses the term Air Reserve Components (ARC).
<u>Required (Manpower):</u>	Synonymous with programmed manpower structure.
<u>Round out:</u>	An Army term wherein Reserve Component units are assigned to Active Component divisions to make up the difference between the number of Active Component units required in a standard division configuration and the number of Active Component units actually assigned. These Reserve Component units are scheduled to deploy with the Active Component division, or as soon thereafter as possible.
<u>Round Up:</u>	An Army term wherein Reserve Component units are assigned to Active Component divisions to augment the division structure. These Reserve Component units are scheduled to deploy with Active Component divisions, or as soon thereafter as possible.
<u>Training and Administration of Reserves (TARS):</u>	A Navy term referring to full-time manpower support to the Navy Reserve. This manpower is budgeted and accounted for within the Selected Reserve.
<u>Training Pipeline:</u>	Reserve component military personnel in training status, including training/pay categories F, L, P, Q, S, T, and X.

Trained Strength in  
Units:

The number of personnel in Selected Reserve unit(s) who have completed 12 weeks of basic military training (or its equivalent) and are eligible for deployment overseas, on land, when mobilized under proper authorities. Excludes personnel in non-deployable accounts. The reserve component manpower category functionally equivalent to active component programmed manning.

USAFR:

United States Air Force Reserve. One of two reserve components of the Air Force.

## APPENDIX C

### DEFENSE PLANNING AND PROGRAMMING CATEGORY DEFINITIONS

1. STRATEGIC. The DPPCs in the Strategic category consist of those nuclear offensive, defensive, and control and surveillance forces that have as their fundamental objective deterrence of and defense against nuclear attack upon the United States, our military forces and bases overseas, and our allies.

a. Offensive Strategic Forces. This category contains program elements for land-based ICBMs, sea-based SLBMs, ballistic missile submarines and supporting ships, long-range bombers and refueling tanker aircraft, strategic cruise missiles, and operational headquarters for these forces.

b. Defensive Strategic Forces. This category contains program elements for interceptor aircraft and anti-ballistic missile systems, including directly supporting communications, command, control, and surveillance and warning systems.

c. Strategic Control and Surveillance. This category contains program elements for the World Wide Military Command and Control System (WWMCCS), airborne satellite and ballistic missile early warning and control systems, satellite and orbiting objects surveillance systems, and supporting radar and optical sensor systems.

2. TACTICAL/MOBILITY. The DPPCs in the Tactical/Mobility category consist of land forces (Army and Marine Corps), tactical air forces (Air Force, Navy, and Marine Corps), naval forces (Navy), and mobility forces (Army, Air Force, and Navy). Special operations forces are imbedded in this DPPC.

a. Land Forces. This group consists of DPPCs for Army and Marine Corps comprising division forces and theater forces.

(1) Division Forces. This category contains program elements for Army and Marine divisions, nondivisional combat brigades/regiments, other nondivisional combat forces, and tactical support forces; and for Marine Corps combat and combat support units (including helicopter support units of the Marine Air Wings). Program elements for the procurement and stockpiling of Army and Marine war reserve materiel, for Army resources for the Joint Tactical Communications Program (TRITAC) are also included in this category.

(2) Theater Forces. This category contains Army program elements for theater-wide and specialized units, including separate infantry brigades stationed in Berlin and Panama; units in Europe that provide for supply, maintenance, and security control of nuclear ammunition support of NATO; theater surface-to-surface missile units; tactical surface-to-air missile units; theater heavy engineering battalions for support of other Services; theater psychological operations, civil affairs, and unconventional warfare units (Special operations forces); and their supporting supply, maintenance, and command and control units. Also included are similar reinforcing units in Army Forces Command.

b. Tactical Air Forces. This category contains program elements for Air Force, Navy, and Marine fighter, attack, reconnaissance, and special operations squadrons; direct support aircraft, armament and electronics maintenance units, and weapon system security units; multi-purpose aircraft carriers; air-launched tactical missile systems and ground launched cruise missiles; tactical air control systems; Fleet Marine Force direct support aircraft; and operational headquarters for these forces. Also included are program elements for Air Force command control facilities and systems in Europe and the Pacific, Air Force resources for the Joint Tactical Communications Program (TRITAC), war reserve materiel, and the Air Force Component of the Rapid Deployment Joint Task Force.

c. Naval Forces. The DPPCs in the Naval Forces group include the Navy's anti-submarine warfare (ASW) and fleet air defense forces, amphibious forces, and supporting forces.

(1) Warships and Antisubmarine Warfare (ASW) Forces. This category contains program elements for surface combatant ships (cruisers, battleships, destroyers, and frigates), fixed wing and helicopter ASW squadrons, attack submarines, mines and mine countermeasures, and tactically supporting forces. Also included are program elements for air-, sea-, and submarine-launched ordnance and missiles.

(2) Amphibious Forces. This category contains program elements for amphibious assault ships, supporting ships and tactical support units, coastal/river forces, Navy special warfare forces, the Navy component of the Rapid Deployment Joint Task Force, explosive ordnance disposal forces, and inshore undersea warfare forces.

(3) Naval Support Forces. This category contains program elements for forward logistical supporting forces, carrier-on-board delivery squadrons, intermediate maintenance activities, fleet support ships, underway replenishment ships, construction forces, deep submergence systems, and fleet telecommunications. Also included are program elements for tactical intelligence, war reserve materiel, and the Navy component of the Joint Tactical Communications Program (TRITAC) program.

d. Mobility Forces. This category contains program elements for strategic, tactical, and administrative airlift; sealift, and land movement of passengers and cargo by both military and commercial carriers, including military cargo, tanker, and support ships; and the Defense Freight Railway Interchange Fleet. This category also contains program elements for tactical medical airlift squadrons, air and sea port terminal operations, traffic management, integral command and control systems, aerospace rescue and recovery, Air Force special mission forces, and the non-management headquarters activities within the Joint Deployment Agency.

3. COMMUNICATIONS AND INTELLIGENCE. This category contains program elements for the centrally managed communications and intelligence gathering activities.

a. Centrally Managed Communications. This category contains program elements for the long-haul Defense Communications Systems, the military

Service's communications systems, satellite communications systems, communications security, communications engineering and installation activities, and the Electromagnetic Compatibility Analysis Center. Excluded are program elements for base and command communications, intelligence communications, and communications systems dedicated to strategic, tactical, or WWMCCS missions, and management headquarters.

b. Intelligence. This category contains program elements for the centralized intelligence gathering and analytic agencies and activities of the Department of Defense, consisting of the Consolidated Cryptologic Program and the General Defense Intelligence Program, including intelligence communications.

4. COMBAT INSTALLATIONS. This category contains program elements for the operation and maintenance of installations of the strategic, tactical, airlift and sealift commands (Programs 1, 2, and 4), including supporting real property maintenance, base communications, installation audiovisual support, and air traffic control. Also included are resources for installation headquarters administration and installation operational, housekeeping, and service functions.

5. FORCE SUPPORT TRAINING. This category contains program elements for Air Force and Naval advanced flight training conducted by combat commands; Navy training conducted at sea and ashore in direct support of submarine, surface combatant, surveillance, and mine warfare forces; fleet level training at fleet training centers, submarine schools and anti-submarine warfare schools; and certain Army and Marine Corps unit and force-related training activities. Included are resources for fleet readiness squadrons, and Air Force combat crew training squadrons.

6. MEDICAL SUPPORT. This category contains program elements for medical care in DoD regional medical facilities, including medical centers and laboratories; and for medical care to qualified individuals in non-DoD facilities. This category also includes research and development program elements in support of medical research, medical equipment and systems, and health care in station hospitals and medical clinics.

7. JOINT ACTIVITIES. This category contains program elements for those source manpower billets which are outside of service control. They include manning requirements of such organization as the Joint Staff, and the like.

a. International Military Organizations. This category contains the program elements for the military Services' support of the headquarters of international military organizations. Example is NATO, United Nations Command (Korea), etc.

b. Unified Commands. This category contains the program elements for the military Services' support of the headquarters of the unified commands. Examples are: U.S. European Command, U.S. Pacific Command, etc.

c. Federal Support Activities. This category contains program elements for military and civilian DoD manpower assigned on a reimbursable or nonreimbursable basis to support other federal agencies.



d. Joint Staff. This category contains the program element codes for the staff of the Chairman, Joint Chiefs of Staff.

e. OSD/Defense Agencies/Activities. This category contains the program element codes for the Staffs of the Secretary of Defense and Defense Agencies and Activities.

8. CENTRAL LOGISTICS. This group includes DPPCs for centrally managed supply, procurement, maintenance, and logistics support activities.

a. Supply Operations. This category contains program elements for the operation of supply depots and centers, inventory control points, centralized procurement offices. It also includes resources for POL pipeline and storage operations and other resources specifically identified and measurable to centralized supply operation and corresponding reserve component program elements.

b. Maintenance Operations. This category contains elements for the centralized repair, modification, and overhaul of end items of equipment and their components conducted at depots, arsenals, reprocessing facilities and logistic centers.

c. Logistics Support Operations. This category contains program elements for centralized logistics activities, other than supply and maintenance.

9. SERVICE MANAGEMENT HEADQUARTERS. This category contains the program elements for the service combat and support commands.

a. Combat Commands. This category contains the program elements for the headquarters of the military Service combat commands, i.e., those in Major Defense Programs 1, 2, and 4. Examples are: U.S. Army, Europe; U.S. Navy, Pacific Fleet; Strategic Air Command; etc.

b. Support Commands. This category contains the program elements for the headquarters of military Service support commands, i.e., those in Major Defense Programs 3, 6, 7, 8, and 9.

10. RESEARCH AND DEVELOPMENT GEOPHYSICAL ACTIVITIES. This category also includes program elements for major defense wide activities conducted under centralized OSD control.

a. Research and Development Activities. This category contains all research and development (Program 6) program elements, except those for weapons systems for which procurement is programmed during the Five Year Defense Plan (FYDP) projection and for program elements identifiable to a Support Activities DPPC such as Medical or Personnel Support. Also excluded are operational systems development and other program elements not in Program 6, but containing research and development resources.

b. Geophysical Activities. This category contains program elements for meteorological, topographic, oceanographic, and navigational activities, including the Defense Meteorological Satellite Program, the Air Force and Navy weather services, navigational satellites, oceanography, and mapping, charting and geodesy activities.

11. TRAINING AND PERSONNEL.

a. Individual Training. This category contains the staff and faculty program elements for formal military and technical training and professional education of military personnel conducted under centralized control of Service training commands. Program elements include those for recruit training, officer acquisition training (including ROTC), general skill training, flight training, professional development education, health care individual training, and training support activities. This category also includes research and development program elements in support of new or improved training equipment, techniques, and technology.

b. Personnel Support. This category contains program elements for provision of varied services in support of personnel, including recruiting and examining, the overseas dependents education program, Section 6 schools, reception centers, disciplinary barracks, centrally-funded welfare and morale programs, the American Forces Information Program, civilian career training and intern programs, and the VEAP program. This category also includes research and development program elements for human factors and personnel development research.

12. SUPPORT ACTIVITIES. The DPPCs in the Support Activities category consist of the base operating support functions for support installations and centralized activities.

a. Support Installations. This category contains program elements for the operation and maintenance of installations of the auxiliary forces, research and development, logistics, training, and administrative commands (Programs 3, 6, 7, 8 and 9), including supporting real property maintenance, base communications, and installation audiovisual support. Also included in this category are all family housing activities. These program elements include resources for installation headquarters administration; installation operational, housekeeping, and service functions; and commissaries.

b. Centralized Support Activities. This category contains miscellaneous Service program elements that provide centralized support to multiple missions and functions that do not fit other DPPCs. Specifically included are non-management headquarters program elements for combat developments, reserve readiness support, public affairs, personnel administration, audiovisual activities, claims, service-wide support, and other miscellaneous support.

13. INDIVIDUALS. The DPPCs in this group account for military personnel who are not considered force structure manpower. They are transients, patients, prisoners, holdees, students, trainees, and cadets/midshipmen.

a. Transients. This category contains only the Transient program element, which consists of active duty military personnel in travel, leave enroute, or temporary duty status (except for training) while on Permanent Change of Station orders.

b. Patients, Prisoners, and Holdees. This category contains only the Personnel Holding Account program element that consists of active duty military personnel who are dropped from the assigned strength of an

operational or training unit for reasons of medical, disciplinary, or pre-separation nonavailability.

c. Trainees, Students, and Cadets/Midshipmen. This category contains active service officer students, active enlisted students, active enlisted trainees, Service Academy Cadets/Midshipmen, active officer accession students, and the Reserve Components training pipeline personnel.

14. MISCELLANEOUS. This group consists of three DPPCs: Retired Pay, International Support Funds, and Undistributed. The Undistributed category includes the program element Forces Structure Deviation, which reflects the under or over manning of the force units (see the Defense Manpower Requirement Report for an explanation of accounting technique). International Support Funds include the program element for Defense support of the Olympic Games. The Retired Pay category contains only the one program element for Retired Pay.

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